

How to develop and implement Shared Parental Leave policies

Shared Parental Leave enables eligible mothers, fathers, partners and adopters to choose how to share time off work after their child is born or placed for adoption. This could mean that the mother or adopter shares some of the leave with her partner, perhaps returning to work for part of the time and then resuming leave at a later date.

It is designed to give parents more flexibility in how to share the care of their child in the first year following birth or adoption. Parents will be able to share a pot of leave, and can decide to be off work at the same time and/or take it in turns to have periods of leave to look after the child.

Course Content

- What is shared parental leave?
- Who is eligible?
- Different patterns of shared parental leave (we look at various examples)
- What are the complexities and challenges?
 - Enhance or statutory?
 - Business risks – discrimination claims, costs, employee demographics
 - Context of maternity and adoption benefits
 - Building internal knowledge
 - Business preparation and contingency plans
- Supporting working fathers
 - Engaging with working fathers
 - Addressing stigma of ‘part time workers/dads wanting work-life balance’
- Communication and evaluation
 - How, when and why

Learning outcomes

- Better understanding of what shared parental leave is
- Be clear on who is eligible
- Understand how they can negotiate to find a shared parental leave pattern that fits both employee and employer
- Learn how to identify and address stigma around dads taking time off to care for new-borns
- Learn how and why they should evaluate their shared parental leave policy, practice and experience

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