

Parental Leave (different to Shared Parental Leave)

The right to Parental Leave is in addition to any rights for Paternity Leave (see our separate factsheet on Paternity Leave) or Shared Parental Leave.

Parents of a child under 18 who have worked for the same employer for 12 months are entitled to take off 18 weeks in total for each child up to their 18th birthday. Parents who adopt will have up to 18 weeks after the adoption is finalised to undertake this leave.

Parental Leave is usually unpaid.

Each parent has a right to Parental Leave although if they are separated and their ex-partner looks after the child they only have a right if they have parental responsibility for the child.

Leave must be in blocks of full weeks and the employee cannot take more than 4 weeks leave for any one child in any year.

The above information is not intended to be a complete or definitive statement of the law. For more information or advice please contact our Employment Law team.