

# Pears Family School London.

(Keeping a child's mind in mind)

## Paternity Policy

Date Approved by Governors	March 2022
Review Date	March 2025
Coordinator	Matthew Hillman
Principal Signature	<i>M.Hillman</i>

### At the heart of all policies at The Family School are the following principles:

- Every young person in our school, whatever his or her personal circumstances can learn and achieve.
- Every young person in our school, whatever his or her self-perception and previous experiences, has academic and creative potential to become a valuable member of society.
- The key to learning at The Family School lies within the quality of the relationships between pupils, family members, staff and the intermediate agencies with whom we work.
- The success of our school is based on high expectations, mutual trust, caring for each other and taking responsibility.
- Every young person in our school is capable of becoming an agent for change in his or her local community.
- We have carefully considered the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Our vision is to provide our pupils with the confidence, academic progress, and ambition to take the next steps towards a successful and productive life and to be able to contribute positively within their local community and wider society.

## **Rationale for Paternity Leave Policy**

In February 2022 our Maternity and Paternity leave policies were reviewed in order to bring our offer in line with Local Authority Schools in the borough of Islington. This reflects our commitment as a school to put equity and diversity at the heart of our practice. We recognise that paid maternity or paternity leave is an investment in our staff team and their futures and that this investment increases the chances of a talented and experienced staff team remaining with us over time. In aligning our policies with the offer available in our locality, we reaffirm our commitment to inclusive practice.

## **Foreword**

This guide seeks to provide you with information about the maternity provisions and the entitlements introduced as a result of European and UK legislation. Having read this guide, you should notify your manager/headteacher of your spouse/partner's pregnancy.

## **Eligibility**

The paternity scheme for Teaching Staff applies to all permanent Teaching and Support Staff, both full time and part time. The scheme does not apply to:

- Agency Staff Sessional
- Casual Staff Consultants
- Self Employed

Temporary staff are entitled to these provisions dependent on length of service. However, in the case of an employee on a fixed term contract which is due to expire (which is not renewed) while pregnant or on maternity leave, there may be a reduced entitlement to maternity pay/leave.

If you require any further advice or guidance when you have read this, please contact our School Business Manager.

## **1. What is paternity leave?**

1.1 Paternity leave is time off for partners at or around the birth of a baby.

## **2. Family School's commitment**

2.1 Family School recognizes the importance of affording spouses and partners of pregnant people the opportunity to support the expecting parent through the pregnancy and be available at that important time following childbirth.

## **3. Parenthood Leave**

3.1 As part of this commitment partners and spouses of new mothers are granted 10 days Parenthood Leave following the birth of the child.

3.2 In 2003 the Government introduced regulations which granted employed partners and spouses an extra week's paid leave in addition to the existing parenthood leave.

3.3 This means that partners and spouses of new mothers are entitled to take two weeks parenthood leave. At Family School, both weeks will be paid at full pay, inclusive of statutory paternity pay (SPP).

## **4. Statutory Paternity Leave Policy**

### **4.1. Eligibility**

To be eligible for the statutory scheme, the employee must:

- Have or expect to have responsibility for the child's upbringing and
- Be the biological father of the child or the mother's husband or partner of the child's; mother and
- Must produce a copy of Mat B1 form to verify the pregnancy of partner or spouse.
- Have a minimum of six months continuous Family School employment at the beginning of the 15th week before the expected week of childbirth
- Intend at the start of the Paternity Pay Period to care for the child or support the mother.

## 5. Statutory Paternity Leave

5.1 Employees with a pregnant partner or spouse who meets the criteria in 4.1. above, are entitled to the following entitlements, inclusive of statutory pay:

- Two weeks full pay, inc statutory paternity pay.

This should be taken either:

- from the date of the child's birth (whether this is earlier or later than expected), or
- from a chosen number of days or weeks after the date of the child's birth (whether this is earlier or later than expected), or
- from a chosen date later than the first day of the week in which the baby is expected to be born.

Leave can start on any day of the week on or following the child's birth but must:

- be taken in whole week(s) and
- be completed within 56 days (8 weeks) of the actual date of birth of the child. if the child is born early, be completed within the period from the actual date of birth up to 56 days after the first day of the expected week of birth.

5.2 Only one period of leave is available to employees irrespective of whether more than one child is born as the result of the same pregnancy.

## 6. Statutory Paternity Pay

6.1 Employees who are eligible and granted this leave will receive statutory paternity pay for one week inclusive in their full pay.

6.2 It cannot be paid for any week in which the employee works.

6.3 The rate of Statutory Paternity Pay (SPP) is the same as the standard rate of Statutory Maternity Pay and is revised annually for more information check [www.gov.uk/maternity-pay-leave/pay](http://www.gov.uk/maternity-pay-leave/pay) and [www.gov.uk/paternity-pay-leave/pay](http://www.gov.uk/paternity-pay-leave/pay)

6.4 Employees who have average weekly earnings below the Lower Earnings Limit for National Insurance purposes, do not qualify for SPP.

6.5 Employees who do not qualify for SPP, or who are normally low-paid, may be able to get Income Support while on paternity leave.

6.6 Additional financial support may be available through Housing Benefit, Council Tax Benefit, Tax Credits or a Sure Start Maternity Grant. Further information is available from your local Jobcentre Plus office or Social Security office or log onto [www.direct.gov.uk](http://www.direct.gov.uk).

## **7. Notification of intention to take Paternity Leave**

7.1 Employees must give the above notification to their manager at least 15 weeks prior to the expected week of birth, unless this is not reasonably practicable.

Employees must tell their managers:

- the week the baby is due
- whether they wish to take one or two weeks' leave
- when they want their leave to start.

7.2 If employees change their mind about the date on which they want their leave to start, they must tell their manager at least 28 days in advance (unless this is not reasonably practicable).

## **8. Statutory Paternity Pay (Adoption)**

8.1 Adoption Pay is available to both prospective parents broadly along the lines of Statutory Maternity Pay and Statutory Paternity Pay. One of the adoptive parents will be eligible for Statutory Adoption Pay (SAP) and the other will be eligible for Statutory Paternity Pay (Adoption).

8.2 Statutory Paternity Pay (Adoption) (SPP(A)) follows the rules for ordinary Statutory Paternity Pay but leave cannot start before the child has been placed and ends when the child becomes 18.

## **9. Further information**

9.1 For further information and advice please contact your School Business Manager

