

Premature Birth, Foster Care & Kinship Care

Premature Birth: Key information

- ✔ So that colleagues can enjoy the paid time at home they had planned, if baby arrives early – between weeks 24-37 of pregnancy, each week is received as an additional week topped up to full pay.
- ✔ For example, If baby is born at week 35, instead of receiving 26 weeks at full pay, colleagues would receive 28 weeks at full pay and 11 weeks at the statutory rate.
- ✔ Partner can also have these weeks as paid leave after they have used Paternity Leave. For example, if baby arrives at week 35, that is 2 extra weeks of paid leave to follow Paternity Leave.

Foster Care: Key information

- ✔ Paid time when it is needed to support colleagues balancing their career with being a Foster Carer.
- ✔ Support for commitments such as checks, meetings, and administration before placement and meetings with social services, schools and mandatory training as well as settling new placements.
- ✔ Access to up to 70 hours paid leave (pro-rated for reduced hours) each year.

Kinship Care: Key information

- ✔ Kinship care is when a colleague takes on the new primary caring responsibilities for a child who is a relative or close family friend on what is expected to be a permanent basis because neither of the child's birth parents are able to care for them, for the remainder of their childhood.
- ✔ Colleagues receive Occupational adoption leave and pay – 26 weeks based on 100% relevant weekly earnings –and the remainder is paid at the equivalent of the statutory rate for 13 weeks.