Shared Parental Leave is a new legal entitlement from April 2015 which aims to give parents more flexibility about how they choose to balance their work and caring arrangements following the birth or adoption of a child.

SPL can be for just 1 week or up to a maximum of 50 weeks. The first 2 weeks of maternity or adoption leave cannot be shared.

Who can apply?

You need to be a Lancaster University employee with at least 26 weeks service who is:
- The mother or primary adopter AND / OR
- One of the following:
  - Father of the new born child
  - Spouse, civil partner or partner of the child’s mother or primary adopter.

Further information

- Talk to your manager and ask Human Resources for advice as soon as you can, without commitment.
- If you decide to apply, complete Form SPL1, to outline your circumstances and start the process.

Visit http://www.lancaster.ac.uk/hr/az.html#s or search for the Shared Leave Policy on the Staff Intranet

Equality in the workplace

It is hoped that the new legislation will encourage more partners to share childcare.

Parents remain entitled to maternity, adoption and paternity leave - see http://www.lancaster.ac.uk/hr/recruitment/LeaveTest.html#Familyfriendlypolicies