

Family Policies Summary

The below table outlines the time off and pay available under Landsec's parental leave policy.

	Maternity Leave	Adoption Leave	Paternity Leave	Shared Parental Leave
Time off available	You can have up to 52 weeks' total leave. You can also have paid time off to attend antenatal/adoption appointments.		You can have either one week or two consecutive weeks.	Up to 50 weeks can be shared between the mother and her partner. (Also available for adoption.)
Total pay available	<p>You will receive up to 16 weeks' full pay*, followed by 23 weeks' Statutory Maternity/Adoption Pay (SMP/SAP). The remaining 13 weeks will be unpaid.</p> <p>You are also entitled to up to 10 paid 'Keeping In Touch' (KIT) days to work during your leave.</p>		You will receive full pay* for any parental leave that you take (maximum two weeks).	<p>You will receive up to 16 weeks' full pay* (less any weeks of SMP claimed by you or your partner), followed by 23 weeks' Statutory Shared Parental Pay (ShPP). The remaining 13 weeks will be unpaid.</p> <p>You are also entitled to up to 20 paid 'Keeping In Touch' (SPLIT) days to work during your leave. These days are in addition to the 10 KIT days available to those on Maternity or Adoption Leave.</p>

*Eligible if employed for 26 continuous weeks by the end of the Qualifying Week