



Windsor Academy Trust

Paternity Leave Policy

Paternity Leave Policy	
Responsible Committee:	Windsor Academy Trust, People and Culture Committee
Approval Date:	8 February 2024
Implementation Date:	8 March 2024
Next review date:	March 2025

APPENDICES

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Appendix 1	Summary of paternity leave and pay entitlements

APPENDIX 1
Summary of Paternity Leave and Pay Entitlements

In the case of birth

Length of Service	Length of Absence	Pay
At least 26 weeks service as at 15 weeks before EWC but less than 1 year as at 11 weeks before EWC	Up to 2 separate week-long blocks	1 week at full pay 1 week at SPP

In the case of adoption

Length of Service	Length of Absence	Pay
At least 26 weeks service as at the week in which notification of the child being matched is given	Up to 2 separate week-long blocks	1 week at full pay 1 week at SPP