



## Windsor Academy Trust

### Paternity Leave Policy

<b>Paternity Leave Policy</b>	
<b>Responsible Committee:</b>	Windsor Academy Trust, People and Culture Committee
<b>Approval Date:</b>	8 February 2024
<b>Implementation Date:</b>	8 March 2024
<b>Next review date:</b>	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**

<b>Length of Service</b>	<b>Length of Absence</b>	<b>Pay</b>
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**

<b>Length of Service</b>	<b>Length of Absence</b>	<b>Pay</b>
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