

# Adoption Leave

Employed adopters are generally entitled to adoption leave and also may be entitled to adoption pay, which is a legal entitlement.

Some employers may offer a more generous scheme than the statutory entitlements, but they cannot offer less than the statutory amounts.

Only 1 person in a couple is entitled to adoption leave. The other partner instead could get paternity leave.

If you get adoption leave, you can also get paid time off work to attend 5 adoption appointments after you've been matched with a child.

An adopter (one of a couple) who has worked for their employer continuously for at least 26 weeks at the point of being matched with a child or notified of a Early Permanence placement, may qualify for statutory adoption pay

Adopters who are employed (or one of a couple) may be entitled to up to 52 weeks of statutory adoption leave.

It's made up of:

- 26 weeks of Ordinary Adoption Leave
- 26 weeks of Additional Adoption Leave

Adoption leave can commence either:

- From the day a child starts to living with the adopter, or
- Up to 14 days before the child starts living with them

Adoption leave is a 'day one' right, which means there is no qualifying period in employment.

Employers need proof of adoption; this is usually the matching certificate which must be from a UK adoption agency, or the written notification of a Early Permanence placement.

Statutory Adoption Pay is paid for the first 39 weeks.

The weekly amount is:

- 90% of your average weekly earnings for the first 6 weeks
- £172.48 or 90% of your average weekly earnings (whichever is lower) for the next 33 weeks

It's paid in the same way as your wages. Tax and National Insurance will be deducted.

You may be entitled to more pay, if your employer has a company adoption pay scheme. Your employer cannot offer you less than the statutory entitlements.