**Establish Eligibility for Shared Parental Leave and Pay - Teachers**

The couple, at the date of the child’s birth or adoption matching date (whichever applies), **must share the main responsibility** for the care of the child. It is the responsibility of the employee and their partner to establish their eligibility which is then verified by HR.

The **mother of the child** (birth or adoptions) must be/have been entitled to statutory maternity/adoption leave or if not entitled they must be/have been entitled to statutory maternity/adoption pay or maternity allowance and must have ended or given notice to reduce any maternity/adoption entitlements.

**SHARED PARENTAL LEAVE (SPL)**

**\* Continuous service** means any previous employment with councils, employers listed in the Redundancy Payment (Local Government) (Modification) Order 1990 (as amended) and any other employment deemed by the council to be relevant, shall be counted as continuous service (as defined in the Employment Rights Act 1996) subject to a gap in employment not exceeding one working week.

**SHARED PARENTAL PAY (ShPP)**

You must meet the eligibility criteria described in SHARED PARENTAL LEAVE. To be entitled to Shared Parental Pay, both the employee and their partner **must meet certain eligibility requirements**.

**\* Continuous service** means any previous employment with councils, employers listed in the Redundancy Payment (Local Government) (Modification) Order 1990 (as amended) and any other employment deemed by the council to be relevant, shall be counted as continuous service (as defined in the Employment Rights Act 1996) subject to a gap in employment not exceeding one working week.