

Family-Friendly Workplace Rights – 2025 Update

The Employment Rights Bill continues to bring in vital updates that impact parental leave, flexible working rights, and protections for caregivers. It's not just about doing the right thing — it's about staying compliant in an evolving legal landscape.

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| Maternity Leave and Pay | <p>Leave: Up to 52 weeks (26 weeks Ordinary + 26 weeks Additional).</p> <p>Pay: 90% of average weekly earnings for 6 weeks, then £187.18/week (or 90% if lower) for 33 weeks</p> <p>Protection: Extended redundancy protection up to 18 months after birth</p> |
| Paternity Leave and Pay | <p>Leave: Up to 2 weeks.</p> <p>Pay: £187.18/week or 90% of average weekly earnings (whichever is lower)</p> <p>Eligibility: 26-week service requirement.</p> <p>Flexibility: Can be taken as 2 separate blocks of 1 week.</p> <p>Future Reform: The Employment Rights Bill aims to remove this requirement, making paternity leave a day-one right.</p> |
| Parental Leave | <p>Leave: Up to 50 weeks shared between parents.</p> <p>Pay: Up to 37 weeks of Statutory Shared Parental Pay.</p> <p>Flexibility: Can be taken in blocks or simultaneously.</p> |
| Adoption Leave and Pay | <p>Entitlement: Same as maternity leave and pay.</p> <p>Eligibility: Available to one adoptive parent; the partner may be eligible for paternity leave.</p> |
| Shared Parental Leave and Pay | <p>Leave: Up to 50 weeks shared between parents.</p> <p>Pay: Up to 37 weeks of Statutory Shared Parental Pay at £187.18 per week or 90% of AWE, whichever is lower.</p> <p>Flexibility: Can be taken in blocks or simultaneously</p> |

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| Neonatal Care Leave and Pay | <p>Leave: Up to 12 weeks for parents of babies in neonatal care.</p> <p>Eligibility: Day-one right for babies born on or after 6 April 2025.</p> <p>Pay: £187.18/week</p> <p>Conditions: Baby must receive neonatal care within 28 days of birth for 7+ continuous days</p> |
| Carers' Leave | <p>Leave: Up to 1 week of unpaid leave per year.</p> <p>Eligibility: Day-one right for employees caring for a dependent with a long-term care need.</p> <p>Flexible Use: Can be taken in full or half days.</p> <p>Review Planned: Government intends to expand and improve this entitlement</p> |
| Flexible Working | <p>Right to Request: Day-one of employment.</p> <p>Requests: Up to 2 per year.</p> <p>Employer Response: Within 2 months.</p> <p>Employers can refuse requests based on specific business reasons.</p> <p>Future Reform: Government aims to make flexible working the default arrangement</p> |
| Protection from Discrimination | <p>Pregnancy & Family Leave: Employees are protected from dismissal or detriment due to pregnancy, maternity, or taking family-related leave.</p> <p>Redundancy: Priority for suitable alternative roles during and up to 18 months after maternity/adoption/shared parental leave/neonatal care leave.</p> |

Further resources:

<https://www.gov.uk/browse/working/time-off>

<https://www.acas.org.uk/time-off-for-care-and-support> paragraph text