

# *New child leave policy*

## **Tipping Point UK**

<https://radhr.org/policy/new-child-leave/>

## **Summary**

This is our parental leave policy. We aim to ensure anyone who becomes responsible for a child has paid time off devoted to this huge new responsibility. We offer a year off. We also include paid leave in the case of miscarriage.

## **Policy text**

Tipping Point values care work and wants to ensure our team members can take **up to a year off** from their role and work responsibilities when a new child comes into their lives.

Tipping Point offers 6 months full paid leave to any team member when a new child comes into their full-time care. After 6 months, for the remainder of your leave up to a total of 39 weeks, you may be entitled to claim [Maternity Allowance](#) at the statutory rate, currently £172.48 a week or 90% of your average weekly earnings (whichever is less) for 39 weeks.

Tipping Point UK also offers **1 month full paid leave in the tragic event of a miscarriage or child bereavement.**

This offer is available to all ongoing team members with contracts for longer than 6 months, regardless of length of time with the organisation. You will be eligible for Maternity Allowance if in the 66 weeks before your baby's due, you've been employed or registered as self-employed for at least 26 weeks.

You will continue to accrue annual leave and bank holidays whilst on New Child Leave, but not Sick Leave.

Please speak to People & Culture Working Group member in the first instance if you intend to take New Child Leave and we'll work our way through the process of setting it up with you.