



SPARKEN HILL
ACADEMY

BEREAVED PARTNER'S PATERNITY LEAVE

	Date Issued	Prepared By	Approved	Comments
1.0	April 2026	CEFM	7 May 2026 (FGB)	New policy following BPL Regulations 2026

BEREAVED PARTNER'S PATERNITY LEAVE POLICY

The governing board of Sparken Hill Academy applies the statutory provisions for bereaved partner's paternity leave, providing eligible employees time off for up to 52 weeks after a child's birth, or placement for adoption, or entry into Great Britain in connection with or for the purposes of an adoption from overseas, where the child's primary carer dies within that time.

The new regulations start on 6 April 2026.

Sparken Hill Academy provides wider support to employees through a compassionate leave policy designed to help employees cope with the death of a partner and deal with necessary arrangements and attend their funeral.

This policy does not form part of any contract of employment.

All the terms and conditions of employment will remain, with the exception of pay, during any period of bereaved partner's paternity leave.

Sparken Hill Academy may amend this policy at any time following consultation with the relevant trade unions.

Bereaved partner's paternity leave

Eligibility

The right to take bereaved partner's paternity leave applies to all eligible employees regardless of length of service. This policy does not apply to agency workers, consultants, self-employed contractors, volunteers or interns.

The right to bereaved partner's paternity leave applies on the death of a partner who is the primary carer for the child, either during the first 52 weeks after the child's birth, or the first 52 weeks after their placement in cases of adoption.

The primary carer, in relation to a child, means:

- In a birth case, the child's mother.
- In a domestic adoption case or overseas adoption case, the child's adopter.
- In a parental order case, the child's primary parental order parent.

The employee must have the main responsibility for the upbringing of the child and satisfy the relationship conditions as set out below:

- In a birth case, the employee is the child's father, or the spouse, civil partner or partner of the child's mother immediately before the death of the child's mother.
- In a UK adoption case, the employee is the spouse, civil partner or partner of the child's adopter, either on the date the child was placed for adoption or immediately before the death of the child's adopter.

- In an overseas adoption case, the employee is the spouse, civil partner or partner of the child's adopter, either on the date on which the child's adopter received the official notification or immediately before the death of the child's adopter.
- In a parental order case, the employee is the spouse, civil partner or partner of the primary parental order parent, either on the date on which the child was born or immediately before the death of the child's primary parental order parent.

Entitlement

Eligible employees have a statutory right to take up to 52 weeks of bereaved partner's paternity leave. Leave can only be taken in one single period and can start at any time after the bereavement date of the primary carer and only lasts up to 52 weeks after the date of birth or adoption placement.

If the bereavement date of the primary carer occurs in the final two weeks of the 52-week period, employees are entitled to take bereaved partner's paternity leave for up to two weeks after the bereavement.

Notification

Starting bereaved partner's paternity leave within eight weeks of bereavement

Any employee wishing to take bereaved partner's paternity leave must notify the academy of their intention to take leave orally or in writing as soon as possible and before the first day of absence.

No more than eight weeks after the bereavement date of the primary carer, the following information must be provided in writing to the academy:

- The date of the bereavement.
- The child's date of birth or placement for adoption.
- The start date of the bereaved partner's paternity leave.
- The intended return to work date.
- Confirmation that the eligibility conditions above have been met.

Please note, the intended return date cannot be later than 52 weeks after the date of birth or placement for adoption. Any additional leave required must be discussed and agreed with the academy and be taken as holiday or parental leave. Other policies may apply, such as the academy's dependant's leave policy.

Employees are entitled to change the start date for leave in the first eight weeks by notifying the school no later than the day before the earlier of the old or new start date.

Employees are also entitled to cancel and re-book any period of bereaved partner's paternity leave at any time before the start date.

Starting bereaved partner's paternity leave more than eight weeks after bereavement

Any employee wishing to take bereaved partner's paternity leave after eight weeks of the bereavement date of the primary carer must give the academy at least a week's written notice, including the following information:

- The date of the bereavement.
- The child's date of birth or placement for adoption.

- The start date of the bereaved partner's paternity leave.
- The intended return to work date.
- Confirmation that the eligibility conditions above have been met.

If an employee wishes to cancel bereaved partner's paternity leave, at least a week's written notice must be provided to the academy. The period of leave can also be re-booked by giving a week's written notice.

Changing return to work date

If an employee wishes to return on a date earlier than the date specified on their notice, the employee must notify the academy of the new intended return date as follows:

- By giving at least one weeks' written notice if the original return to work date was less than eight weeks after the bereavement date of the primary carer of the child.
- By giving at least eight weeks' written notice if the original return to work date was more than eight weeks after the bereavement date of the primary carer of the child.

Keeping in touch

Employees are entitled to ask, or the academy may ask the employee to attend work, for up to ten 'keeping in touch days' (KIT days) during the period of bereaved partner's paternity leave. This will be discussed and agreed with the employee but is not compulsory.

Employees will be paid at their normal rate of pay for any KIT day.

Changes to entitlement

If an employee is entitled to bereaved partners' paternity leave in respect of a child, but then one of the following events occurs:

- The child dies.
- In a domestic adoption case, the child is returned after being placed for adoption.
- In an overseas adoption case, the child ceases to live with the employee.
- In a parental order case, the employee does not apply for an order in respect of the child or the order is refused, withdrawn or terminated.

Then the employee is entitled to be absent from work on bereaved partner's paternity leave until the earliest of:

- Eight weeks after the end of the week in which the event above occurs, and
- 52 weeks after the date of birth or adoption placement.

In the event a child dies, eligible employees also have the right to parental bereavement leave and pay. Please refer to the academy's bereavement leave policy for further information.

This policy will be reviewed bi-annually.