

Parental Leave Policy

Our approach

Sometimes you need time off to be with your child - not because of an emergency, but because life as a parent requires it. Parental leave gives you that right.

Parental leave is unpaid, but we have made it more flexible than the statutory minimum. You can take it in individual days or half-days, not just full weeks.

Your entitlement

You can take up to 18 weeks of unpaid parental leave for each child, up to the child's 18th birthday.

In any one year, you can normally take up to four weeks per child.

Who can take it

You are eligible for parental leave from your first day with us. You can take it if you have (or expect to have) parental responsibility for the child. This includes birth parents, adoptive parents, and anyone with legal parental responsibility

What you might use it for

Parental leave is flexible — you can use it for whatever you need. Common reasons include settling a child into a new school or nursery, spending time together during the early years, being with a child during a hospital stay or visiting schools.

You do not need to give a reason when you request it. These are just examples.

How to request it

Please give us at least 10 days' notice before you want the leave to start. We will consider shorter notice where we can.

Unlike statutory parental leave, which must be taken in full-week blocks, we allow you to take parental leave in individual days or half-days. This is a Milbank enhancement.

Can we postpone it?

In most cases, no. However, if granting the leave at the time requested would cause serious disruption to the business, we may ask you to take it at a different time - within six months of your original request. We will always discuss this with you and confirm in writing.

We cannot postpone parental leave if it is requested immediately after the birth or adoption of a child.

Pay

Parental leave is unpaid. Your other terms and conditions continue as normal during the leave.

Questions

If you want to discuss parental leave or how it fits with other types of leave, contact peopleteam@milbank.co.uk.

milbankgroup.co.uk

Version	Date	Author	Changes
V1	27/01/2026	Milbank Group	Creation
V2	30/04/2026	Milbank Group	Approved