

## **Current Gosport Borough Council Adoption Policy**

Staff with at least six months' continuous service with Gosport Borough Council who are adopting a child under 16 years of age where there is no previous relationship with either of the parents. Where the child to be adopted is from an already existing relationship, the provisions for the secondary carer only apply.

### Primary and Secondary Carers

Entitlements are different for "primary" and "secondary" carers. Where one parent is not working, the provisions for the secondary carer only apply. Where both parents are employed by the Council, one will be entitled to the provisions for the primary carer, and one to those for the secondary carer.

#### 1. Primary Carer

- (a) Reasonable paid time-off to attend meetings with the Adoption Agency prior to the adoption.
- (b) Five weeks' leave at 90% of average weekly pay, and up to a maximum of twelve weeks' unpaid leave. Such leave may be taken either en bloc, or in separate periods, but must be taken within the first twelve months of the date of the adoption.
- (c) The right to return to the job in which previously employed (or in the case of redundancy an alternative position) at the expiration of the period of leave. For this purpose, notice of intention to return must be provided in writing at the latest three weeks before the date of intended return.

#### 2. Secondary Carer

One week's paid leave at the time of the adoption, or within the first twelve months of the date of the adoption.