

# Family Provisions

## Policy Summary



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# Why do we offer the benefits that we do?

- We recognise that our employees come from a diverse background and represent a variety of family structures. We continually review our Family Provisions policy to ensure we offer our employees a range of benefits and provisions to help balance their caring responsibilities with their work commitments.
- We want to ensure that we continue to attract and retain the talent and skills our workforce needs, so we have researched and benchmarked ourselves against other leading companies.
- Finally, we want to ensure that our employees are treated consistently and fairly, such as offering the same length of paid time off, whatever their family setup is.



# A summary of our family provisions offering (1)

Benefit	Statutory	National Grid
<b>Maternity Leave</b>	52 weeks leave, 39 weeks statutory maternity pay (SMP), 13 weeks nil pay	52 weeks leave, <b>26 weeks full pay</b> , 13 weeks SMP, 13 weeks nil pay
<b>Paternity Leave</b>	Antenatal appts: unpaid time off 2 weeks leave, 2 weeks statutory paternity pay	Antenatal appts: <b>paid time off</b> 2 weeks leave, <b>2 weeks full pay</b>
<b>Adoption Leave</b>	52 weeks leave, 39 weeks statutory adoption pay (SAP), 13 weeks nil pay	52 weeks leave, <b>26 weeks full pay</b> , 13 weeks SAP, 13 weeks nil pay
<b>Shared Parental Leave</b>	Depending on amount of maternity leave curtailed: up to 50 weeks leave, 37 weeks statutory shared parental pay, 13 weeks nil pay	Depending on amount of maternity leave curtailed: up to 50 weeks leave, <b>26 weeks full pay</b> , 11 weeks statutory shared parental pay, 13 weeks nil pay
<b>Statutory Parental Leave</b>	18 weeks unpaid leave per child	18 weeks unpaid leave per child
<b>Enhanced Parental Break</b>	None	<b>3-12 months unpaid break</b>

## A summary of our family provisions offering (2)

Benefit	Statutory	National Grid
<b>Surrogacy</b>	Intended parents: Antenatal appt: unpaid time off Leave: statutory adoption/ paternity leave and pay	Intended parents: Antenatal appt: <b>paid time off</b> Leave: Adoption <b>26 weeks full pay</b> , 13 weeks statutory, 13 weeks nil pay or Paternity: <b>2 weeks leave full pay</b>
<b>IVF/Fertility treatment</b>	None	<b>Paid time off for treatment/appointments</b>
<b>Backup Care Leave</b>	None	<b>1 day paid leave</b> per 12 month period
<b>Backup Care Service</b>	None	<b>6 days paid care</b> per 12 month period
<b>Emergency Leave</b>	None	<b>A variety of paid, unpaid and flexible working options</b>
<b>Bereavement Leave</b>	Immediate family (exc children): None Parental Bereavement Leave: 2 weeks leave, statutory pay	Immediate Family (exc children): <b>5 days leave full pay</b> Parental Bereavement Leave: <b>2 weeks leave full pay</b>
<b>Annual Leave</b>	Excluding bank holidays: 20 days	Excluding bank holidays: Staff Framework: <b>25-26 days</b> Managerial Framework: <b>28 days</b>

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