

University of Worcester – April 2007

Maternity, Paternity and Adoption Rights for same sex and civil partners

The entitlement to leave is based on the relationship with the child's mother, so paternity and adoption leave also apply to partners of the same sex. From December 2005 unmarried 'civil partners' have had increased rights in many respects equivalent to those enjoyed by spouses. This includes maternity paternity and adoption leave and pay. Please refer to the relevant section for further details, or contact the Personnel Department for individual and up to date information.