
Adoption Leave and Pay Policy

August 2026

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Scope

This policy is applicable to all employees of Danny Sullivan Group Limited (DSG) and its subsidiaries (Danny Sullivan & Sons Ltd, Diamond Construction & Engineering Recruitment Limited, and Danny Sullivan Group Academy Limited).

It does not apply to agency workers, agents, consultants, self-employed contractors, volunteers or interns unless otherwise specified in their contracts.

This policy does not form part of your contractual terms and conditions of employment, and DSG reserves the right to amend this policy at any time.

Overview

This policy sets out the procedures to be followed for taking Adoption leave and sets out expectations, benefits and entitlements to ensure that employees and managers have a clear understanding of and comply with the relevant procedures.

A) Introduction

If you are matched for adoption with a child, you may be entitled to either adoption leave or paternity leave. One parent cannot take both periods of leave, and it is up to you to decide which you wish to take (subject to eligibility).

Where you are to take adoption leave, you are entitled to a total of 52 weeks' leave. We have set out below all of your rights and obligations should you be matched for adoption. We would ask that you notify us as soon as possible of your situation so that we can ensure you are fully aware of all your entitlements and obligations.

B) Time off to attend Adoption appointments

You are entitled to take time off to attend adoption appointments in the period between notification of a match and the date of placement. For single adopters or the primary adopter in a joint adoption, you are entitled to paid time off to attend up to 5 appointments, with a maximum of 6.5 hours per appointment. The secondary adopter in joint adoption will be entitled to unpaid time off to attend up to two appointments.

Where the time is paid, you will be paid at your normal hourly rate for this time.

The statutory entitlement is to a reasonable amount of time off to attend adoption appointments,

and the limits of 5 appointments for primary adopters and 2 for secondary adopters (and the 6.5-hour guideline per appointment) apply for statutory entitlement and payment purposes rather than constituting an absolute restriction on the amount of time off that may be agreed in practice.

C) Eligibility

You are entitled to adoption leave from the commencement of employment (this is a day-one right). Adoption leave is not available in circumstances where a child is not newly matched for adoption, for example when a stepparent is adopting a partner's child/children. You must have notified the adoption agency of agreement to the placement and of agreement to the date of the placement.

Only one period of leave is available irrespective of whether more than one child is placed for adoption as part of the same arrangement. However, if an additional child is adopted at a later date as a separate agreement, then you could qualify again for a separate period of adoption leave.

D) Ordinary and Additional Adoption Leave

Adoption leave is divided into two categories, 'ordinary' and 'additional'. Each is for 26 weeks, with additional leave following on from ordinary adoption leave, giving 52 weeks leave in total. If you are eligible for ordinary adoption leave you will also qualify automatically for additional adoption leave.

During ordinary adoption leave you are entitled to the benefit of your normal terms and conditions of employment, except wages and salary (unless your contract of employment states otherwise). However, in the majority of cases, you will be entitled to Statutory Adoption Pay during this period.

During additional adoption leave the employment contract continues and you are entitled to the benefit of their normal terms and conditions of employment, except wages or salary (unless your contract of employment provides otherwise). However, in the majority of cases, you will be entitled to Statutory Adoption Pay during some of this period.

E) Commencement of Adoption Leave

You can choose to start your adoption leave on the date of the child's placement (whether this is earlier or later than was expected), or on a predetermined fixed date no earlier than 14 days before the expected date of placement and no later than the date of placement. Adoption leave can start on any day of the week.

The start date of adoption leave must be notified in accordance with statutory requirements and

agreed with the employer and may be amended where placement dates change or where this is not reasonably practicable in advance.

F) Notification Requirements

You are required to give us notice, in writing, of your intention to take adoption leave ideally within seven days of being notified by the adoption agency that you have been matched with a child, unless this is not reasonably practicable. The notice must specify:

- the date the child is expected to be placed with you; and
- the date you want adoption leave to start.

You should provide documentary evidence - a "matching certificate" - from the adoption agency. The certificate will include basic information on matching and expected placement dates.

You can change your mind about the date on which you want your adoption leave to start providing you inform us at least 28 days in advance, unless this is not reasonably practicable.

We will write to you to notify you of the date on which you are expected to return to work if the full entitlement to adoption leave is taken, within 28 days of the date on which you notified us of your intention to take leave, or, if you have varied the date originally chosen to start adoption leave, within 28 days of the date on which adoption leave began.

G) Returning to Work

If you are returning to work at the end of additional adoption leave, you simply present yourself for work at the end of that period.

If you intend to return to work before the end of your additional adoption leave, you must give us at least 8 weeks' notice of the date on which you intend to return. If you do not give us 8 weeks' notice, we may postpone your return to a date ensuring that there has been 8 weeks' notice.

H) Keeping in Touch Days

You can work for up to 10 days during your adoption leave period without bringing your adoption leave or Statutory Adoption Pay (SAP) to an end. For this purpose, any work carried out on any day, even just an hour's work, is deemed to constitute a "day's work". Any days' work done under this provision will not extend the total duration of the adoption leave period.

Payment in respect of these 'Keeping in Touch' (KIT) days will be agreed in advance between you and the Company. KIT days do not automatically bring SAP to an end; however, SAP may be affected if earnings in a relevant week exceed statutory thresholds.

I) Disrupted Placement in the course of Adoption Leave

If you have begun a period of adoption leave in respect of a child before the placement of the child has taken place, and you are subsequently notified that the placement will not be made, your adoption leave period will end eight weeks after the week of that notification.

If, during adoption leave, the child dies or is returned to the adoption agency, the adoption leave period will end eight weeks after the week in which the child dies; or is returned; or at the end of the 26 week additional adoption leave period, if that is earlier.

J) Pay

Dependent upon your length of service, you may be entitled to statutory adoption pay (SAP). SAP eligibility is not based on length of service alone and requires at least 26 weeks' continuous employment by the end of the matching week and earnings above the Lower Earnings Limit for National Insurance contributions.

If you qualify for SAP this will be paid for the first 6 weeks at 90% of your normal weekly earnings in the 8-week period up to the date of notification of a match, with the remainder paid at the earnings-related limit or the statutory rate, whichever is lower. SAP will be paid in the same way your wages would be paid if you were not on leave. If you do not qualify for such payment, you may, dependent upon your circumstances, be eligible to receive allowances from the appropriate government departments.

K) Surrogacy and Adoption Rights

If you are an intended parent in a surrogacy arrangement who intends to apply for, or has already applied for, a parental order you may be entitled to either adoption leave and pay or paternity leave and pay. One parent cannot claim entitlement to both periods of leave and pay, and it is up to you to decide which you wish to claim (subject to eligibility).

You will be entitled to take unpaid time off to accompany the surrogate mother to up to two antenatal appointments of up to 6.5 hours per appointment.

You are entitled to adoption leave from the start date of your employment (this is a day-one right), subject to meeting the relevant statutory eligibility criteria. This will be for a total of 52 weeks, split into two periods of "ordinary" and "additional" adoption leave of 26 weeks each.

You are required to give us notice, in writing, of your entitlement to take adoption leave by the 15th week before the expected week of birth. You must also notify us of the actual date of birth as soon as is reasonably practicable after birth.

You should provide documentary evidence - a statutory declaration. This document will state that you have obtained, applied for or intended to apply for a Parental Order in respect of the surrogate child and, where not received, this is expected to be made.

If you have begun a period of adoption leave in respect of a child before approval of a Parental

Order, and you are subsequently notified that the application is refused, your adoption leave period will end eight weeks after the week of that notification or the end of the adoption leave period, if that is earlier.

Dependent upon your length of service, you may be entitled to statutory adoption pay (SAP). SAP eligibility is determined by statutory criteria and requires at least 26 weeks' continuous employment by the qualifying week (the 15th week before the expected week of birth) and earnings above the Lower Earnings Limit for National Insurance contributions.

If you qualify for SAP this will be paid for the first 6 weeks at 90% of your normal weekly earnings in the 8 week period leading up to the end of the 15th week before the baby is due to be born, with the remainder paid at the earnings related limit or the statutory rate, whichever is lower. SAP will be paid in the same way your wages would be paid if you were not on leave. If you do not qualify for such payment, you may, dependent upon your circumstances, be eligible to receive allowances from the appropriate government departments.

L) Dual Approved Prospective Adopters and Adoption Rights

If you are a dual approved prospective adopter, a local authority foster parent who has a child placed with you with an expectation to adopt that child in accordance with section 22C of the Children Act 1989, you may be entitled to either adoption leave and pay or paternity leave and pay. One parent cannot claim entitlement to both periods of leave and pay, and it is up to you to decide which you wish to claim (subject to eligibility).

You are entitled to adoption leave from the start date of your employment. This will be for a total of 52 weeks, split into two periods of "ordinary" and "additional" adoption leave of 26 weeks each.

Only one period of leave is available irrespective of whether you go on to adopt the same child or children placed with you under section 22C. However, if an additional child is placed with you under section 22C later as a separate agreement then you could qualify again for a separate period of adoption leave.

You can choose to start your adoption leave on the date of the child's placement (whether this is earlier or later than was expected), or on a predetermined fixed date up to two weeks before the placement of the child and no later than the date of placement. Adoption leave can start on any day of the week.

You are required to give us notice, in writing, of your intention to take adoption leave ideally within seven days of being notified of the child's placement by the local authority in accordance with section 22C, unless this is not reasonably practicable. The notice must specify:

- the date the child is expected to be placed with you; and
- the date you want adoption leave to start.

If you have begun a period of adoption leave in respect of a child placed with you under section 22C, and this placement does not proceed to a formal adoption, your adoption leave period will end eight weeks after the child is removed or the end of the adoption leave period, if that is earlier.

Dependent upon your length of service, you may be entitled to statutory adoption pay (SAP). SAP eligibility is determined by statutory criteria and includes at least 26 weeks' continuous employment by the qualifying week and earnings above the Lower Earnings Limit for National Insurance contributions.

If you qualify for SAP this will be paid for the first 6 weeks at 90% of your normal weekly earnings in the 8 week period leading up to the date of notification, with the remainder paid at the earnings-related limit or the statutory rate, whichever is lower. SAP will be paid in the same way your wages would be paid if you were not on leave. If you do not qualify for such payment, you may, dependent upon your circumstances, be eligible to receive allowances from the appropriate government departments.

M) Shared Parental Leave and Pay

You may be entitled to take shared parental leave if both you and your partner meet the eligibility criteria. Shared parental leave enables you and your partner to divide almost a year's leave between you after the child is born / adopted and gives you more flexibility over who will take leave and when. If you choose to take shared parental leave, you are still entitled to take paternity leave.

Taking Shared Parental Leave will reduce your entitlement to adoption leave (or maternity leave, where applicable) and pay accordingly. However, paternity leave may still be available where eligibility conditions are met.

If you would like more information on shared parental leave, please refer to our Shared Parental Leave Policy or speak with the HR team hr@dannysullivan.co.uk / 0208 961 1900.



Russell Deards
General Counsel & Company Secretary
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