



## Shared parental leave for grandparents

In October 2015, the Government announced that by 2018, it plans to have extended statutory shared parental leave to grandparents.

However, Santander have revealed today that they are now offering staff the opportunity to take up to 16 weeks' leave on full pay to care for a new grandchild. The bank, which has 20,000 employees in the UK, is understood to be the first major company in Britain to offer grandparents shared parental leave.

Linda Rolph, general secretary of Santander's union Advance, said, "It is vital that today's employers do all they can to enable their workforce to balance their commitments in and out of the workplace and it is very positive to see Santander leading the way in this area."

Vicky Wallis, of Santander UK, said: "To enable new mothers to share their maternity leave with a grandparent ahead of new legislation is a real landmark. It is the result of positive discussions and commitment from across the organisation and our trade unions."