

Adoption (Leave, Pay and Allowance Arrangements) Bill

CONTENTS

- 1 Analysis by the Secretary of State
- 2 Provisions to be the subject of analysis
- 3 Publication of the report
- 4 Short title, commencement and extent

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TO

Make provision to equalise leave, pay and allowance arrangements for adoptive parents with those of parents whose children are born to them; to equalise eligibility for adoption leave and pay with that of maternity leave and pay; to equalise the rates of pay for the first six weeks of maternity leave and adoption leave; to equalise the entitlement to allowances for self-employed adopters and self-employed mothers; and for connected purposes.

BE IT ENACTED by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1 Analysis by the Secretary of State

The Secretary of State shall conduct an analysis of the potential costs, benefits and desirability of equalising leave, pay and allowance arrangements for adoptive parents with those of parents whose children are born to them, in accordance with section 2.

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2 Provisions to be the subject of analysis

The analysis to be undertaken by the Secretary of State shall cover the following provisions—

(a) That a person who is employed and who is to adopt a child shall be entitled to—

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(i) the same pay and leave entitlements as those employees on maternity leave, including no requirement for 26 weeks' continuous employment before entitlement to adoption leave; and

(ii) higher rates of statutory adoption pay during the first six weeks of adoption leave.

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(b) Providing for adoptive parents who are self-employed or in receipt of welfare benefits to receive a weekly payment during the adoption pay period equivalent to the maternity allowance paid to new parents whose children are born to them.

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- (c) Including such incidental, consequential, supplementary and transitional provisions as the Secretary of State may consider necessary or expedient.

3 Publication of the report

The Secretary of State shall publish a report of the results of the analysis before the end of the period of 3 months beginning with the day on which this Act is passed. 5

4 Short title, commencement and extent

- (1) This Act may be cited as the Adoption (Leave, Pay and Allowance Arrangements) Act 2012. 10
- (2) This Act shall come into force on such date as the Secretary of State may by order made by statutory instrument appoint.
- (3) This Act does not extend to Northern Ireland.

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*Ordered, by The House of Commons,
to be Printed, 26 June 2011.*

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