

Our ref: 01/FOI/24/013680/T

Please quote our reference
number when responding

Wednesday, 27 November 2024

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013680/T

I write in connection with your request for information dated 21/11/2024, I note you seek access to the following information:

1. *Does your force offer full pay under Shared Parental Leave or do you only allow staff and officers to take ShPP (Govt rate of £184 a week)*
2. *If you do offer qualifying parents to take SPL and at full pay how long do you offer it for?*
3. *If your force does offer full pay under SPL was this decision in line with your forces commitment to equal pay and opportunities for your workforce.*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police to locate information relevant to your request. I can confirm that the information you have requested is held by Greater Manchester Police.

Part 1

Please see below an extract from the Shared Parental Leave Policy version 8 - August 2024:
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5.8 Shared Parental Pay (ShPP)

A mother/primary carer subject to certain criteria is entitled to statutory maternity pay/adoption pay or maternity allowance for up to 39 weeks.

GMP currently operates enhanced Occupational Maternity pay schemes for those eligible, dependent upon certain criteria. If you give notice to reduce your entitlement before you've received the 39 weeks' pay, the remaining weeks may become available for your partner to take.

However, shared parental pay will only be paid at the statutory amount (currently amount can be found on [direct.gov.uk](https://www.direct.gov.uk)) or 90% of your partners average weekly earnings, whichever is lower.

We'll pay you statutory shared parental pay if you meet the 'Continuity of Employment Test' and your partner meets the 'Employment and Earnings' Test and this may be payable during some or all of the SPL.

In addition, you must have earned above the Lower Earnings Limit in the 8 weeks leading up to and including the 15th week before the child's expected due date/matching date and still be employed by us at the start of the first period of ShPP.

If both you and your partner are entitled to ShPP, you must decide who'll receive it, and how you want it to be divided.

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Parts 2 & 3

We don't offer full pay.