Day one paternity leave – reps' checklist

Here's what you can do to make sure new dads and partners benefit from the law change on paternity leave.

1. Check your employer updates their policies and handbooks

- ☐ Policies and handbooks should be updated to reflect paternity leave as a day-one right from April 2026.

2. Make sure managers understand the new right

- ☐ Make sure managers know length of service is no longer a factor.
- ☐ Help members challenge any refusals based on having "not worked here long enough".

3. Help members understand the right and how to exercise it

- Make sure they tell their employer the due date **at least 15 weeks before** the baby is expected
- Make sure they state when they want their paternity leave to start and how much they want to take – **at least 28 days before** the leave is due to begin
- Let the know they can take their two weeks in one block or split into two separate weeks at any point in the first year after the birth, and they can take paternity leave even after a period of shared parental leave.

4. Push for day-one paternity pay

- ☐ Negotiate with your employer to provide contractual paternity pay from day one so all new fathers and partners can afford to take their leave.