**SPL Adoption**

**Eligibility for adopters**

To be eligible for Shared Parental Leave (SPL) and Statutory Shared Parental Pay (ShPP), both adoptive parents must:

* share responsibility for the child
* meet the work and earnings criteria - these are different depending on which one of you wants to use the shared parental leave and pay

The eligibility criteria are different if you’re [birth parents](https://www.gov.uk/shared-parental-leave-and-pay/eligibility-for-birth-parents).

**If both parents want to share the SPL and ShPP**

You and your partner must:

* have been employed continuously by the same employer for at least 26 weeks by the end of the week you were matched with the child
* stay with the same employer while you take SPL
* be ‘[employees](https://www.gov.uk/employment-status/employee)’ (not ‘[workers](https://www.gov.uk/employment-status/worker)’)
* each earn on average at least £116 a week

If either of you is a ‘worker’, you can share ShPP but not SPL. If either of you earns less than £116 a week, you can share SPL but not ShPP.

**If only one of the parents wants to take the SPL and ShPP**

The parent who wants to take the leave and pay must:

* have been employed continuously by the same employer for at least 26 weeks by the end of the week you were matched with the child
* have stayed with the same employer while they take SPL
* be an ‘[employee](https://www.gov.uk/employment-status/employee)’ (not a ‘[worker](https://www.gov.uk/employment-status/worker)’
* earn on average at least £116 each a week

The other parent must:

* have been working for at least 26 weeks (they do not need to be in a row) during the 66 weeks before the week the child was placed with you
* have earned at least £390 in total in 13 of the 66 weeks (add up the highest paying weeks, they do not need to be in a row)

If the parent who wants to take the leave and pay is a ‘worker’, they can get ShPP but not SPL. If they earn less than £116 a week, they can get SPL but not ShPP.