



Student Pregnancy and Maternity Policy

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Document Version Control

Version	Date	Changes	Reason	Author
1	11/24	None	New Policy	Provost

This Student Pregnancy and Maternity Policy will be reviewed annually by our Head of Quality. Any amendments require the approval of our College Oversight Board.

1 Introduction

Brit College is committed to embedding equality, diversity, and inclusion within our organisation for the benefit of staff and students. This policy applies to all students, and prospective students, who are pregnant, have given birth within the last 26 weeks (including still birth, miscarriage or termination), or who are breastfeeding.

The Equality Act 2010 legally protects students from discrimination during pregnancy and maternity.

2 Purpose and scope

The purpose of this policy is to set out the procedures and support to ensure students are supported during pregnancy and during maternity. The policy is based on principles of non-discrimination, confidentiality and sensitivity.

3 Our commitment

Brit College is committed to supporting the continued engagement of students during periods of pregnancy and maternity. To do this, we aim to try to support:

- continued engagement of students in learning and assessment during pregnancy and maternity
- the needs of students who are trying to balance the different needs of pregnancy and study

4 Notification of pregnancy

Although students are under no obligation to disclose that they are pregnant, have decided to terminate a pregnancy or have miscarried, we strongly advise them to do so in order for us to signpost at an early-stage sources of support (both internal and external), take into account any absences, and put in place any reasonable support measures. Any information we are given will be dealt with sympathetically, confidentially, and in a non-judgemental way.

The College considers a notification period of at least 16 weeks prior to when the baby is due. This will allow enough time for a Support Plan to be discussed and agreed. You should report your pregnancy to the Registrar, to your Tutor, or to whoever you feel most comfortable reporting to. If you wish, you can email the Registrar: registry@britcollege.ac.uk

5 Maternity-related absence

At a minimum you are should take two weeks' maternity-related absence following the birth of your child. This is in line with employment law. This reflects the high level of daily commitments you are likely to face.

If you wish to take a longer break from your studies during your maternity, you should refer to the College's *Study Break and Withdrawal Policy*. You should discuss and agree the period of absence during maternity. The actual time that you will be able to return may depend on how much of your course you have missed and what options there are for you to restart your studies where at the point that you started your maternity absence.

In cases of a pregnancy-related illness such as postnatal depression, serious illness, or loss of a baby, it will be necessary to agree a date of return to study that is appropriate for the your condition and individual circumstances.

6 Breastfeeding

Breastfeeding in public or in private is the choice of the breastfeeding mother and the College can provide a private space for breastfeeding. Students will not be denied the right to breastfeed in public spaces as this is considered to be discriminatory. Additionally, you will not be penalised if you need to leave a teaching session early or take time out of an assessment to breastfeed.

7 Support Plan

The student and Registry (or the student's nominee) will draw up a Support Plan (see Appendix) to ensure that (a) the student is not being disadvantaged, and (b) that academic standards are not compromised. Prior to finalisation, the Plan will be referred to the Head of Quality to ensure that it is compliant with our academic and regulatory policies. All parties involved will need to sign the Plan.

As the College has to balance treating the student fairly with maintaining academic standards, we cannot guarantee that we will be able to accommodate all the requests that a student might make.

The Support Plan will summarise any special arrangements required during the pregnancy, the discussions had with the student regarding possible risks and an agreed timescale for return to study. The arrangements themselves will vary depending on a wide range of factors that will reflect the student's individual circumstances and wishes, the point at which the student is in their studies, and the structure and content of the particular course they are taking.

8 Related regulations, policies and procedures

8.1 External reference points

- Equality Act 2010

8.2 Internal policies and procedures

- Study Break and Withdrawal Policy
- Mitigating Circumstances
- Privacy Notice

Appendix: Pregnancy and Maternity Support Plan

This Pregnancy and Maternity Support Plan should be used to guide discussions with students during their pregnancy and maternity. The Registrar will complete the form with input from the student and relevant Programme Leader/Tutor. If the student's circumstances change the plan will be amended.

Student details	
Name	
Student number	
Reason for support plan	
Pregnancy, miscarriage, still birth, etc.	
Course details	
Course title	
Year of course	
Key dates	
What is the student's due date?	
When was the College notified of the student's due date?	
Pregnancy-related absence	
Are there any pregnancy-related illnesses that may affect the student's ability to continue with their studies?	
If yes to either of the above questions, what arrangements have been made to enable the student to catch up?	
Assessments	
Is the student unable to complete any assessments due to her pregnancy or maternity?	
If so, provide details:	
What alternative arrangements have been made for any outstanding or incomplete assessments?	
Maternity-related absence (students should provide information in writing at least 15 weeks before their due date)	
How much maternity-related absence does the student intend to take?	
When does the student intend to start maternity-related absence?	
When does the student intend to return from maternity-related absence?	
Will the dates of maternity-related absence affect the student's ability to complete any course or module requirements?	
If so, what arrangements have been made to enable the student to complete the module?	
What information will the student require during maternity-related absence to keep up to date on course developments?	

Finance

Has the student been advised to explore the financial implications of their circumstances for their studies?	
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Approved by Registrar

Name

Signature

Date

Agreed by student

Name

Signature

Date