



## **STUDENT PREGNANCY, MATERNITY, PATERNITY AND ADOPTION POLICY**

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suite of policies and supporting protocols designed to safeguard the academic standards of the University and to assure the quality of learning opportunities offered; this policy should therefore be read in conjunction with other relevant policies within the code.

## **Introduction**

- 2 This policy has been developed as part of the commitment of the University to provide a supportive learning environment in which encouragement is given to all students to develop their knowledge, skills and competencies.
- 3 The University is committed to ensuring that students receive appropriate support during pregnancy, maternity, paternity or adoption. The University believes that becoming a parent or caring for a young child should not, in itself, prevent a student from starting or succeeding in their studies.
- 4 This policy covers any student who becomes pregnant during their studies, prospective students who are already pregnant when their studies begin, any student who has given birth within the previous 26 weeks, any student who is breastfeeding beyond 26 weeks and any student who becomes a parent during their studies.

## **Responsibility for this policy**

- 5 Ultimate responsibility for the development of clear and effective processes and procedures associated with the maintenance of standards and quality assurance of academic provision and overseeing their application lies with the Academic Board.

## **Expectation**

- 6 The University has in place, monitors and evaluates arrangements and resources which enable students to develop their academic, personal and professional potential.

## **Key aims and principles**

- 7 The University is committed to promoting equality in all its activities and aims to provide an environment free from discrimination and unfair treatment. A student is explicitly protected from discrimination because of their pregnancy or maternity status under the Equality Act 2010. Discrimination occurs if:
- the student is treated unfavourably because of their pregnancy





### **Termination**

- 15 If a student decides not to continue with the pregnancy, there is no need for the University to be made aware of this, although the student should be signposted to the support available through Student Support Services, the Spectrum Life Student Assistance Programme and relevant external agencies as outlined in Appendix B.
- 16 Where a student will need to miss classes, either for tests or recovery following a termination, they should inform their Student Journey Advisor (SJA) to advise they will need to miss classes for medical reasons. The SJA will advise the student about alternative sessions and the Engagement Monitoring Policy.

### **Miscarriage**

- 17 A student who miscarries may need time off to recover.



ulbsplacements@law.ac.uk who will liaise with the employer regarding the pregnancy, provided the student has given consent to share the information. It is a

Assessment to ensure the safety and wellbeing of the expectant mother and their unborn child(ren) prior to the start of the agreed placement.

22 Students who become pregnant whilst on placement, should contact their employer

- 28 If any adjustments are needed to course/assessments and consent to share has been provided, the staff member should make a referral to the Disability and Inclusion Service who will make the appropriate arrangements and put in place a temporary University of Law Inclusion Plan (ULIP).
- 29 The completed Support Plan and Risk Assessment must be sent to the Head of Campus Operations and Campus Dean for approval prior to dissemination to other staff on a need-to-know basis.

### **Returning to Study**

- 30 Where a student has taken time out of study, prior to return the student should contact their Student Journey Advisor to confirm their return date and to confirm whether adjustments will be required. The Disability and Inclusion Team will be able to advise on any temporary adjustments and prepare a University of Law Inclusion Plan if this is needed.
- 31 Subject to health and safety considerations, the University will take a flexible approach to ensure that students who have recently given birth or are breastfeeding are not prevented from attending their course or accessing University facilities. In order to facilitate this, babies will be permitted onto University campuses, although not into examination rooms, for short periods (e.g. in cases where childcare is temporarily unavailable) as long as their presence does not disrupt the learning of other students. In a teaching environment, where the tutor or member of staff leading the session determines that the presence of the baby is causing disruption they can require the student to temporarily leave the session until the baby is calm. It is recommended that this is agreed with the student in advance of the start of the session.
- 32 The Equality Act 2010 specifically protects new mothers with a baby under 26 weeks or who are breastfeeding from discrimination. The University does not have dedicated facilities for breastfeeding or expressing or storage of milk so students should discuss their needs with their Student Journey Advisor, Student Information Hub Manager or member of the Disability and Inclusion or Wellbeing teams as soon as possible. The staff member should then raise this with the local Estates and Facilities team to , whilst remaining mindful that it is unlawful to ask students not to breastfeed in a public area should they so choose.
- 33 Babies will not be allowed into examinations. In these circumstances, students should contact their Programme and Student Lead to discuss what ap000008871 .ab4(ri)5

Student Pregnancy, Maternity,  
Paternity and Adoption Policy

**Version history**

<b>Version</b>	<b>Amended by</b>	<b>Revision summary</b>	<b>Date</b>
V1.0	Head of Student Support Services	Initial drafting	11/2/19
V1.1	Head of Student Support Services	Incorporating amends from In House Legal	29/5/19
V1.2	Head of Student Support Services	Incorporating feedback from operations/estates team	11/7/19
V1.3	Registry Officer	Change to coding convention	24/03/20
V1.3	Senior Quality Officer	Further naming convention clarifications	26/03/20
V2.0	Head of Student Support Services	Major amendments changes to naming conventions; inclusion of information on placements and apprenticeships; Addition of Appendix E Pregnancy Risk Assessment	24/03/2023
V2.1	Head of Student Support Services	Further amendments taking into account comments from Director of SICA; Head of Business Operations Apprenticeships; Head of SI Campus Operations; Campus Dean	







have an opportunity to talk to a tutor once they have worked through the workshop materials.

circumstances, e.g. switch from 2-day timetable to AM/PM classes (subject to space).

**Course transfer** it may be possible for a student to transfer to a different campus/study mode. Please refer to the appropriate Transfer Guidance notes for further details.

**Intermission** if the student wants to take a break from their studies, please refer to the intermission policy and guidance. Intermission is generally for a 1 year period however the University accepts that in exceptional circumstances, students may need to extend their break from studies, for example where there are medical reasons, or where there is no available childcare. In these cases, a further intermission request should be submitted by the student towards the end of the initial 1 year period.

If the student has not yet started their course or is within the first 2 weeks of their studies, any deferral requests will need to be managed by the Admissions team.

For health and safety reasons, students are required to take a minimum of two weeks compulsory maternity-related absence from their studies after giving birth.

**Examination/Coursework adjustments or concessions** - although the University would not usually require evidence of pregnancy/birth date/adoption in order to put arrangements in place, should adjustments be required to assessments and/or for concession purposes, supporting documentation will be required. Requests for Course/Assessment adjustments should be referred to the Disability and Inclusion team that reasonable adjustments can be considered, for example an additional time allowance is often useful for pregnant students needing additional toilet breaks. Concession, extensions, deferrals and mitigating circumstances applications should follow the usual process.

**International students** if the student is visa-sponsored, any absence/intermission/transfer may impact on their visa status. The Visa Compliance team are F1 12 Tf(c)





## Appendix B

### General organisations

- **GOV.UK**





Online: <https://universityoflaw.spectrum.life> (create an account using ULaw email)



**Appendix C Student Support Plan**

This form should be used by staff to guide discussions with students during pregnancy, mat



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**22** Specify any follow-up required:

Student Pregnancy, Maternity,

## **Appendix D – Guidance for Campus Student Information and Estates & Facilities Teams**

Where students have recently given birth or are breastfeeding and request to bring babies on campus, as noted in the Policy, the University will facilitate this as long as it does not cause disruption to other students. In these circumstances, students should be referred to the campus Student Information or Estates & Facilities Team who will consider room availability and how this can be enabled in their campus.

When a room has been identified, Student Information or Estates & Facilities will liaise with the student to confirm the details and discuss the following:

- Babies must be supervised at all times whilst they are on campus

- Consideration must be given to other students and staff

- A member of staff cannot take responsibility for caring for the baby at any time

- Be aware of potential risks and hazards present in the building (and complete a Risk Assessment)

- Refer to paragraph 31 of the Policy in respect of requests to bring a baby into a teaching session

- If the baby is at any time unwell, they should not be brought into the University, particularly if they are sick with an infectious disease. In these circumstances, the student should contact the Student Information team regarding attending an alternative session where possible

- The timelines where any room is available for use and any limitations of this, e.g. if it is not possible to provide a room for a full day, this should be clarified in advance.

- Where the student needs to bring someone on site to supervise the baby, the protocol for signing them into the building and which areas of the campus they are/are not able to access



**Appendix E. Pregnancy Risk Assessment**

<b>Student Name</b>	
<b>Student Reference Number (SRN)</b>	
<b>Course of Study</b>	
<b>Campus</b>	
<b>Assessor Name</b>	
<b>Date Risk Assessment Completed</b>	

Assessment Area / Risk Activity: New and Expectant Student Mothers

Item No.	Activity / Material etc	Hazard	Persons at risk	Likelihood	Severity	Risk Rating $L \times S = R$	Control Measures	Final Rating
1			New and expectant mothers					
2								
3								
4								

