



GLEBE PRIMARY SCHOOL UNITED LEARNING ACADEMY

Maternity Policy for Teachers 2024-2025

Updated: Summer 2024
New Review: Summer 2025

Approved by the LGB Business Committee on 23rd April 2024

A handwritten signature in black ink, appearing to read "J. Dempster", is positioned to the right of the approval text.

Signed by: Mr. James Dempster
Position: Chair of the Local Governing Body

Model Maternity Policy – Teachers’ Terms and Conditions

– West Sussex County Council - Maintained Schools

1. Aim

The aim of this policy is to explain an employee’s entitlements to maternity leave, statutory and occupational maternity pay and to explain the steps that need to be taken by an employee and their headteacher/line manager before and during maternity leave.

2. Scope

This policy only applies to employees who are employed on teachers’ terms and conditions of employment.

3. Who can help?

If employees have any questions about their entitlements or the procedures they need to follow, they can contact HR Customer Services on 01243 6(42148) or email hr.customer.services@westsussex.gov.uk.

Headteachers/ line managers can also get support from HR Customer Services, or for more in-depth questions about the maternity policy, or process for managing a period of maternity leave, they can contact HR Professional Support for advice on 033022 22422 or email HR.Professional.Support@westsussex.gov.uk

4. Key Information

Employees within the scope of this policy are entitled to the following benefits:

- 52 weeks maternity leave, which must be taken as a continuous block.
- The right to return to their job or a similar job on terms and conditions no less favourable, at the end of their maternity leave.
- Paid time off for antenatal care.
- Statutory maternity pay and/or occupational maternity pay, subject to meeting certain qualifying criteria.

5. Entitlement to Maternity Leave

All pregnant employees are entitled to 52 weeks maternity leave, regardless of their length of service or hours worked. This must be taken as a continuous block. The maternity leave is split into two parts, which attract different employment rights. The first 26 weeks leave is referred to as ordinary maternity leave (OML) the subsequent 26 weeks period is referred to as additional maternity leave (AML).

Only one period of leave is available per pregnancy irrespective of whether more than one child is born.

6. Employment Rights During Maternity leave

a) Employment rights during ordinary maternity leave (OML).

- During OML the employee is entitled to benefit from all their normal terms and conditions of employment except for pay.
- This period is counted as continuous service for calculation of statutory employment rights, and other contractual payments relating to their length of service. This means for example that this period is included in the calculation of entitlement to sick pay.
- On return from OML an employee is entitled to return to the same job on the same terms and conditions as before her leave began.
- If there has been a re-grading or pay award applied to her post during the period she was on OML then she is entitled to receive these benefits as if she hadn't been away.
- OML also includes 2 weeks compulsory maternity leave, which immediately follows the birth of the employee's baby and the employee is not permitted to work or return to work during this period.

b) Employment rights during additional maternity leave (AML).

- Employees are entitled to benefit from all their normal terms and conditions of employment except for pay during AML.
- Continuity of employment is preserved through AML for the purpose of calculating entitlement to statutory employment rights (such as redundancy, unfair dismissal rights, notice requirements).
- The period of AML will be treated by the school as continuous for the purpose of calculating contractual sick pay.
- On return from AML the employee is entitled to return to the same job on the same terms and conditions before her leave as if she had not been absent. If this is not reasonably practicable then she should be offered a similar job on conditions that are no less favourable.

For information on the impact maternity leave has on pensions please refer to section 11a.

7. Maternity Pay

There are two types of maternity pay and these have different qualifying criteria.

An employee may qualify for none, one or both entitlements set out below.

An employee's entitlement to maternity pay will be closely related to their length of service at certain key dates a number of weeks before the date the baby is due to be born (this date is stated on the MAT B1 certificate which is provided by a doctor or midwife)

a) Statutory Maternity Pay (SMP)

To be entitled to statutory maternity pay the employee must have:

- 26 weeks continuous service with WSCC (the school if a Voluntary Aided School) by the 15th week before the expected week of confinement (EWC)
- National insurance contributions, which are greater than the lower earnings limit (in the qualifying week)

SMP is paid for a total of 39 weeks. This is split into two levels of payment.

1. For the first 6 weeks of maternity leave the payment of SMP equals 90% of the employee's average weekly earnings.
2. For the subsequent 33 weeks employees are entitled to receive a fixed rate payment known as standard rate SMP (unless 90% of their weekly earnings is less than this rate). This fixed rate changes regularly and the prevailing rate can be found at www.direct.gov.uk

SMP payments start when an employee begins her maternity leave. They will continue for a period of 39 weeks unless the employee returns to work before that time.

Employees who do not fulfil the qualifying conditions for SMP may be entitled to Maternity Allowance (MA) or other benefits, which are controlled and paid by the Department for Work and Pensions. Employees in this position will be given a form SMP1 by HR Shared Services to take to their local Job Centre Plus.

b) Occupational Maternity Pay (OMP) – An enhancement to the statutory scheme.

To be entitled to OMP an employee must:

- Have one year's continuous service as a teacher with one or more Local Authority by the 11th week before the EWC; **AND**
- At the end of maternity leave return to work for a minimum period of 13 weeks equivalent to the employee's hours at the time of commencing maternity leave. School closure periods are included for this purpose. * If the employee does not they will be required to repay any half pay paid to them. Once maternity leave ends, any period of return to work between blocks of shared parental leave (where taken) will count towards the 3 months return to work period; actual period(s) of shared parental leave will not count towards this 3 month return to work period.

Occupational maternity pay is paid for a total of 18 weeks and is split into three levels of payment.

1. 4 weeks at full pay. (If the employee also qualifies for statutory maternity pay, and this amount is more than her SMP payment, then her OMP payment is **inclusive** of the SMP entitlement the employee does **not receive both**).
2. 2 weeks at 90% of their weekly pay. (If the employee also qualifies for statutory maternity pay, and this amount is more than her SMP payment, then her OMP payment is **inclusive** of the SMP entitlement. The employee does **not receive both**).
3. Followed by 12 weeks at half pay. If the employee also qualifies for statutory maternity pay this payment is made in **addition** to half pay. (Employees who qualify for OMP and SMP will not receive more than full pay when the two are combined).

Where an employee is entitled to both statutory and occupational maternity pay the entitlements will run concurrently.

Where an employee is not entitled to SMP but receives Maternity Allowance, these payments will be offset against the OMP due.

An employee can choose to make the half pay last for longer by having it paid over 20 weeks at a rate of 3/10th of pay. The amount received overall is the same. If an employee is not sure whether they will return to work, they can ask for the half pay to be withheld until they have decided.

Employees **not** intending to return to work after maternity leave will only be entitled to SMP, if they meet the qualifying criteria for SMP.

* Where a Teacher is employed by a WSCC Maintained School, she may return to work at any WSCC Maintained School as a Teacher and not be required to repay her maternity pay. However, as a courtesy she must discuss her intention not to return to her current school as soon as possible.

Where a Teacher is employed by a Voluntary Aided, Foundation, Foundation Special or Academy School, they will be required to return to work with their current employer, or they will be required to repay their Occupational Maternity Pay

8. During Pregnancy

a) Notifying Management

An employee who discovers she is pregnant should notify her headteacher/line manager as soon as is reasonably practicable. The purpose of this is to:

- Trigger the employee's entitlements during this part of pregnancy.
- To enable the headteacher/line manager to take steps to protect the health, safety and wellbeing of the employee and the unborn child.
- To enable the headteacher/line manager and the employee to start planning for her maternity leave.

The headteacher/line manager must respect an employee's wishes about how and when she would like to tell her colleagues that she is expecting a baby. However, employees should also be aware that for health and safety and business planning reasons, their headteacher/line manager might need to advise the school's management team and other colleagues about the employee's pregnancy.

b) Ante Natal Care

Pregnant employees have the right to paid time off to attend antenatal care. This includes time off to attend regular appointments, antenatal classes and 'Parentcraft' and relaxation classes if these are recommended by a doctor or midwife.

An employee is not required to provide evidence of her first appointment. However, the headteacher/line manager may ask an employee to produce evidence of subsequent appointments.

c) Risk Assessments and Health and Safety

Once a headteacher/line manager has been notified that an employee is pregnant, they are responsible for carrying out a risk assessment and taking steps to minimise any identified risk for the employee or her unborn child.

This assessment should be regularly reviewed throughout the pregnancy, to take account of changing risks as the pregnancy develops. This includes providing a suitable place to rest, whilst an employee is at work if she requests it.

If a risk cannot be avoided, changes to working conditions must be considered. Such changes might be to alter the employee's hours of work or to offer suitable alternative work. The Health and Safety Team can provide the headteacher/line manager with further advice and information.

d) Sickness absence during pregnancy

If an employee is absent from work due to sickness (including pregnancy related sickness) during her pregnancy this will be counted as sick leave as normal and the usual sick pay provision will continue to apply.

Pregnancy related sickness should be disregarded for the purposes of managing absence under the Sickness Absence Policy.

It is recognised that “morning sickness” is a common symptom of pregnancy and some employees find that it affects them at only at certain times of the day. Where business requirements permit, it may be possible for the employee and manager to agree to temporarily adjust her working times to accommodate this and avoid the need for the employee to be absent from work.

The only exception to the above is when an employee falls sick for a pregnancy related reason during the final four weeks before her EWC. In these circumstances her maternity leave and pay will be triggered immediately and she must commence maternity leave.

Non-pregnancy sickness during this period will be counted as sick leave as normal and the usual sick pay provisions will continue to apply.

9. Applying for maternity leave

Prior to applying for maternity leave, an employee should discuss her plans for commencing maternity leave with her headteacher/line manager, to enable them to make arrangements to cover her work whilst she is away.

The earliest time maternity leave can start is the beginning of the 11th week before the week the baby is due to be born in, but an employee can work up to the day the baby is born if she chooses.

An employee is encouraged to apply for maternity leave by the 15th week before the EWC. However, the latest date an employee should apply for maternity leave is 21 days before she intends to commence maternity leave. This is done through completing form MAT/L1 available from the school office or HR Shared Services. An employee may alter the date she wants her maternity leave to commence by following the notification periods set out below.

Once completed the employee should give her headteacher/line manager the MAT/L1 and MAT B1 form. The headteacher/line manager should take a photocopy for their records, before both **original** documents are forwarded to HR Shared Services.

Maternity Pay cannot be paid until the MAT B1 certificate is received by HR Shared Services.

10. Starting Maternity Leave earlier or later than notified

If the employee wishes to alter the planned date, she wants her maternity leave to start she must notify her headteacher/line manager of the new date:

- 28 days before her maternity leave was originally due to start; **or if sooner**
- 28 days before the new date she wants to start her leave.

a) Babies born before planned maternity leave starts

If an employee's baby is born before she has notified her headteacher/line manager that she intends to start maternity leave, her maternity leave will commence automatically the day after the birth. She must provide confirmation to her headteacher/line manager of the date her baby was born as soon as is reasonably practicable.

11. During Maternity Leave

a) Pension Contributions

Where an employee is a member of the Teacher's Pension Scheme, pension contributions will continue to be deducted during the paid maternity leave period, providing they are in receipt of SMP or OMP.

Contributions will be based on the actual remuneration that is received.

If the employee is no longer receiving any pay, they will no longer be a member of the scheme and the period will not count as service for pension calculation purposes.

On return to work and providing they have not opted out of the scheme, obtained a refund of contributions or transferred service to another pension scheme, the service will be aggregated together.

If the employee has a break in service of more than 5 years, then they would be treated as a new entrant.

The Teachers' Pension Scheme produces a factsheet, that can be downloaded from their website www.teacherspension.co.uk

b) Annual Leave

Teachers do not have a contractual right to paid annual leave, but they do have a right to statutory annual leave under the Working Time Regulations. When an employee is on maternity leave her entitlement to statutory annual leave continues to accrue. Teachers will normally take this leave either before or after their maternity leave during school closure periods. In cases where a teacher does not return to work after a period of maternity leave and there is outstanding annual leave accrued, this can be taken as payment in lieu at the rate of 1/365th of pay for each day accrued. For the purposes of calculation of statutory annual leave entitlement, the leave year runs from 1st September to 31st August.

c) Contact whilst on Maternity Leave.

Whilst on maternity leave an employee's headteacher/line manager should maintain reasonable contact with the employee to keep her updated about developments at work and matters concerning her job.

The headteacher/line manager and employee should agree the level and frequency of contact prior to the employee commencing maternity leave.

The school has an obligation to keep an employee informed of any other information relating to her job that she would normally be made aware of if working. This may fall outside of the individual agreement referred to.

d) Keeping in Touch Days

Whilst on maternity leave an employee may not carry out any work, without bringing her maternity leave to an end. The only exception to this is the 'Keeping in Touch' Days

To assist an employee with her return to work, she may by **mutual agreement** work up to ten 'Keeping in Touch' (KIT) days during the unpaid period of her maternity leave to help her prepare to return to work. A KIT day can be used to attend training sessions or meetings (providing these are related to the employee's job) as well as carrying out aspects of the employee's job. In exceptional circumstances a KIT day may be worked during the paid period of maternity leave.

There is no obligation for an employee to work a KIT day if it is offered, likewise an employee cannot insist that the school provide them with a KIT day.

Any work done on a particular day is counted as using one KIT day. For example, if an employee agrees with her headteacher/line manager that she will attend a training course and the course lasts two hours, this is counted as using up one of her KIT days.

An employee working a KIT day will be paid for hours worked; based on a day's pay being 1/365th. Claims for payment must be made on a DOC 33 timesheet and authorised by the employee's headteacher/line manager. The employee must clearly state the date worked, and the actual number of hours worked on that day (lunch breaks are excluded). If a KIT day is worked during the paid period of maternity leave an employee will be paid their maternity pay, plus the hours worked. The total payment will be limited to no more than what they would receive for a normal full day's pay.

KIT days do not extend the period of maternity leave. Payment for KIT days will always be made in arrears at the next available payroll.

12. Returning to work

a) Returning to Work as Notified.

An employee does not need to give notice that she wishes to return to work if:

- She has elected to take the full 52 weeks maternity leave; **Or**
- When she applied for maternity leave, she specified an earlier return date and she returns on this date.

At the end of her maternity leave an employee is entitled to return to the job in which she was employed under her original contract of employment, and on terms and conditions not less favourable than those, which would have been applicable to her if she had not been absent.

The only exception to this is where a woman returns to work during or after her additional maternity leave, and it is not reasonably practicable for her to return to her old job. In this case she should be offered a similar job on terms and conditions no less favourable to her original job.

There is no automatic entitlement to return to work on a part time basis. However, an employee is entitled to apply for a change in her working pattern/hours and to have this request seriously considered. Such a request should only be denied if there are clear business reasons. Please refer to the school's policy on the Statutory Right to Request Flexible Working, for further information.

If an employee is not able to return to her old job for reasons of redundancy, she will be entitled to be offered a suitable alternative vacancy where one exists. Any such offer should be of work that is suitable and appropriate to the employee and this means the place, capacity and terms and conditions of employment must not be substantially less favourable than if she had been able to return to her original job.

Suitable alternative employment may also be offered where there are other exceptional circumstances other than redundancy, which necessitate a change in the job in which she was previously employed and would have occurred had the employee not been absent.

b) Returning to work earlier or later than originally notified.

If an employee wishes to return to work earlier than she originally notified she should discuss this with her headteacher/line manager as soon as possible. If she is in her ordinary maternity leave period, she should confirm her intention in writing, and this must be given to her headteacher/line manager 21 days before she intends to return.

Where an employee gives less than the required notice period, her return may be postponed allowing for the required 21 days' notice, but not beyond the end of the maternity leave period.

The headteacher/line manager is responsible for notifying HR Shared Services of the revised return to work date.

If an employee wants to take more maternity leave than she anticipated she should discuss this with her headteacher/line manager as soon as possible. She must notify her headteacher/line manager in writing no later than 8 weeks before she was due to return and advise of the new return to work date. Maternity leave cannot be extended beyond 52 weeks.

c) Return to work is delayed because of sickness absence

If an employee is unable to return to work due to sickness at the end of her maternity leave period, she should notify her headteacher/line manager through the normal sickness absence reporting procedure. She will be required to provide medical certificates as normal. This absence will be treated as sickness absence and the usual sick pay provisions will apply.

d) Taking parental leave immediately following maternity leave

An employee can agree with her headteacher/line manager to take parental leave immediately following the end of maternity leave. The headteacher/line manager needs to ensure that they have maintained proper records and that HR Shared Services are informed so they can record the absence appropriately and ensure accurate pay calculations.

e) Return to work is delayed due to an interruption to work by industrial action or other unforeseen circumstances not related to the employee

If the employee's return to work is delayed by industrial action or other unforeseen circumstances not related to the employee, the employee should return to work when work resumes or as soon as is reasonably practicable thereafter.

f) Risk assessments and Health and Safety on Return from Maternity Leave

The headteacher/line manager is responsible for carrying out a second risk assessment where an employee returns to work within 6 months of giving birth or if they continue to breastfeed upon

their return. The rights and responsibilities outlined in the guidance 'Risk Assessments and Health and Safety' still apply.

Employees intending to continue breastfeeding upon returning to work must notify their headteacher/line manager as soon as possible so that appropriate arrangements can be organised. The Health and Safety Executive recommends that employers provide a safe, healthy and private environment for breastfeeding mothers to express and store milk. The headteacher/line manager should accommodate this where reasonably practicable and safe (toilet facilities are not suitable for this purpose). The Health and Safety Team can provide advice as to how this can best be achieved.

13. Problems arising during pregnancy

Although most pregnancies progress without any problems, premature births, miscarriages or very rarely stillbirth do occur from time to time. The following information provides guidance should any of these circumstances arise.

a) Premature Birth.

The premature birth of a baby can be a difficult time for employees who are either the parents or close relatives. Time off for the mother will be in accordance with the Maternity Policy with maternity leave commencing the day after the birth of the baby.

Request for time off from other family members will only affect a small proportion of employees at any one time. It is nonetheless important to handle each case with sensitivity. Leave for this purpose should be considered in accordance with the school's policy for dealing with requests for special leave. Flexible working options could also be considered.

b) Miscarriage and Stillbirth

The miscarriage or stillbirth of a baby, regardless of when it occurs is bereavement and the employee may experience a variety of emotions. They will require understanding from school management and colleagues.

The stillbirth or death of a baby before the 24th week of pregnancy is classed as a miscarriage and any absence following the miscarriage would need to be covered by a sickness certificate if the employee is absent for more than 7 calendar days.

A stillbirth from the 24th week of pregnancy onwards is classed as a 'birth' and the full provisions of the maternity scheme in terms of pay and leave will apply. In these circumstances' advice can be obtained from HR Shared Services. The headteacher/line manager may want to remind employees that help can be sought from the County Council's employee assistance programme.

14. Maternity and unfair dismissal provisions

All employees are protected against unfair dismissal for reasons of pregnancy or childbirth, regardless of hours worked or length of service. There are specific guidelines relating to this area, which must be followed. Schools are advised to contact HR Professional Support before taking any action to dismiss an employee who is pregnant or on maternity leave.

Date	Amendment	By
March 2015	Written	Specialist HR Services
March 2020	Updated HR Contacts	Specialist HR Services (NH)
May 2020	Sense Checked	Specialist HR Services (KG)
August 2020	Aligned to accessibility standards and updated calculation for paying holiday that has been accrued.	Specialist HR Services (AG)

Appendix A - Work out your entitlement to statutory and/or occupational maternity pay

