

FROEBEL TRUST PHD BURSARY MATERNITY, PATERNITY, ADOPTION AND SHARED PARENTAL LEAVE

1. There is no qualifying period for maternity, paternity, or shared parental leave.

Maternity leave

2. If a student becomes pregnant such that the expected date of confinement will occur during the period of their award, the Froebel Trust will allow up to six months' paid maternity leave without the level of their award being reduced.

3. Financial support for any time beyond six months should be sought from the institution's Access Fund in the first instance. Should the circumstances of an award be changed following a period of maternity leave, students should notify their supervisor and nominated contact immediately and efforts will be made to take account of these circumstances in flexible ways. The total period of financial support available to students will not be extended beyond the usual 36 months plus the period of up to six months' maternity leave.

4. Students may also apply for up to a further six months' unpaid suspension of their award because of the pregnancy, providing a total period of paid and unpaid maternity leave of up to twelve months; this is counted towards the total 12-month suspension period allowed in an award. Please note that such paid and unpaid periods of leave must be taken consecutively. If a student chooses not to take the full twelve months at the time of their pregnancy they will not be able to take the remaining period at a later date.

5. Due to the structured nature of most taught research training programmes, students who take maternity leave during any research training programme are expected to re-join their course in the subsequent year at the stage at which they left it. This is to ensure that all elements of the training are successfully completed in advance of their doctoral study. This would normally require the six months' paid maternity leave to be automatically followed by a six-month period of unpaid leave.

6. It is the student's responsibility to apply directly to their nominated contact and supervisor. This application must be supported by a copy of their MAT B1 form. The Froebel Trust should be informed of any extension granted within a month of the change being formally agreed.

Paternity leave

7. A total of 10 days' paternity leave may be taken at any time during a partner's pregnancy or within three months following the birth. This period is regarded as additional leave of absence from studies and the award will not be extended. If the student needs to take any further time, this must be taken as a suspension to the award.

Adoption leave

8. Adoption leave has the same terms and conditions as maternity leave (please see above). It is the student's responsibility to apply directly to their supervisor. The Froebel Trust will need to be advised of any changes.

Shared parental leave

9. Partners may be entitled to up to 50 weeks of Shared Parental Leave; this may include paid and unpaid leave, depending on the individual circumstances, any paid leave should be at full stipend.