

TIME OFF FOR ANTE-NATAL APPOINTMENTS – FATHER/PARTNER

1 Introduction

An expectant father or the partner (including same sex) of a pregnant woman is entitled to take time off work to accompany the woman to up to two of her ante-natal appointments.

2 Who can take the time off?

2.1 An employee is entitled to take time off to accompany an expectant mother to an ante-natal appointment if they are:

- The baby's father
- The expectant mother's spouse, her civil partner, or partner (of either sex) in an enduring relationship; or
- Intended parents of a child in a surrogacy arrangement if they expect to be entitled to and intend to apply for a parental order in respect of that child.

There is no qualifying period for this entitlement, it is a day one right.

3 Paid Time off for ante-natal appointments

3.1 Although the statutory obligation is to provide unpaid leave, the College has chosen to go beyond the statutory minimum and provide paid leave in order to support our staff during this important event. Employees accompanying the expectant mother to her ante-natal appointments are entitled to paid leave for up to two appointments. The paid time off is capped at six and a half hours for each appointment.

4 Notification procedure

4.1 The College will not require the partner to produce an appointment card as this is the property of the expectant mother, however, you will be required to submit written notification to your line manager informing them of the date and time of the appointment.