



Time off for Antenatal Appointments Policy

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Document Control

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Version	Date	Amendments	Author	Status
0.1 to 0.4	Oct 2021 to Oct 2022	Initial Draft – Reviewed by the HR Team & the Trust Board. Consultation Process – Draft shared with the working group consisting of Senior Leaders, HR, and the Trade Unions.	Lisa-Marie McGrath	Consulted & Reviewed, and implemented agreed points
1.0	01/12/2022	Final Draft – Approved by the CEO and The Trust Board	Lisa-Marie McGrath	Approved
2.0	01/02/2024	N/A	Lisa-Marie Flynn	Approved

Time off for Antenatal Appointments Policy

1. ABOUT THIS POLICY

- 1.1 This policy outlines the statutory right to take time off to attend antenatal appointments.
- 1.2 This policy applies to employees and agency workers.
- 1.3 If you are an agency worker, the rights set out in this policy only apply to you once you have worked in the same role with us for at least 12 continuous weeks (which may include more than one assignment). For these purposes, we will ignore any breaks due to holiday or other leave to which you are entitled, breaks due to workplace closure at Christmas, breaks due to industrial action, breaks of up to 28 weeks in cases of sickness or jury service, and breaks of up to six weeks for any other reason. We will treat breaks due to pregnancy or childbirth up to 26 weeks after birth and any statutory maternity, paternity, or adoption leave as time worked.

2. TIME OFF IF YOU ARE PREGNANT

- 2.1 You may take reasonable paid time off during working hours for antenatal appointments if you are pregnant. This may include any relaxation or parenting classes your doctor, midwife or health visitor has advised you to attend.
- 2.2 Please try to give us as much notice as possible of the appointment. We may ask you to provide the following unless it is the first appointment:
- a certificate from the doctor, midwife or health visitor stating that you are pregnant; and
 - an appointment card.

3. TIME OFF FOR ACCOMPANYING A PREGNANT WOMAN: ELIGIBILITY

- 3.1 You may take unpaid time off to accompany a pregnant woman to an antenatal appointment if you have a "qualifying relationship" with the woman or the child. This means that either:
- you are the baby's father;
 - you are the pregnant woman's spouse, civil partner or cohabiting partner living with her in an enduring family relationship, and she is not your sister, mother, grandmother, aunt or niece, or
 - she has undergone assisted conception, and at that time, you were her wife or civil partner or gave the required legal notices to be treated in law as the second female parent or
 - you are one of the intended parents in a surrogacy arrangement and expect to obtain a parental order in respect of the child.

4. TIME OFF FOR ACCOMPANYING A PREGNANT WOMAN: HOW TO BOOK TIME OFF

4.1 Please give us as much notice of the appointment as possible. You must provide us with a signed statement providing the date and time of the appointment and confirming:

- that you meet one of the eligibility criteria in paragraph **Error! Reference source not found.**;
- that the purpose of the time off is to accompany the pregnant woman to an antenatal appointment and
- that the appointment has been made on the advice of a registered medical practitioner, registered midwife or registered nurse.

5. TIME OFF FOR ACCOMPANYING A PREGNANT WOMAN: AMOUNT OF TIME OFF

5.1 You may take time off to accompany a pregnant woman to up to two antenatal appointments.

5.2 We will pay for no more than two occasions in relation to each pregnancy.

5.3 Additional time off for antenatal appointments is at our absolute discretion. However, if you wish to take time off to attend further antenatal appointments, you should request special leave, which may be considered and paid.