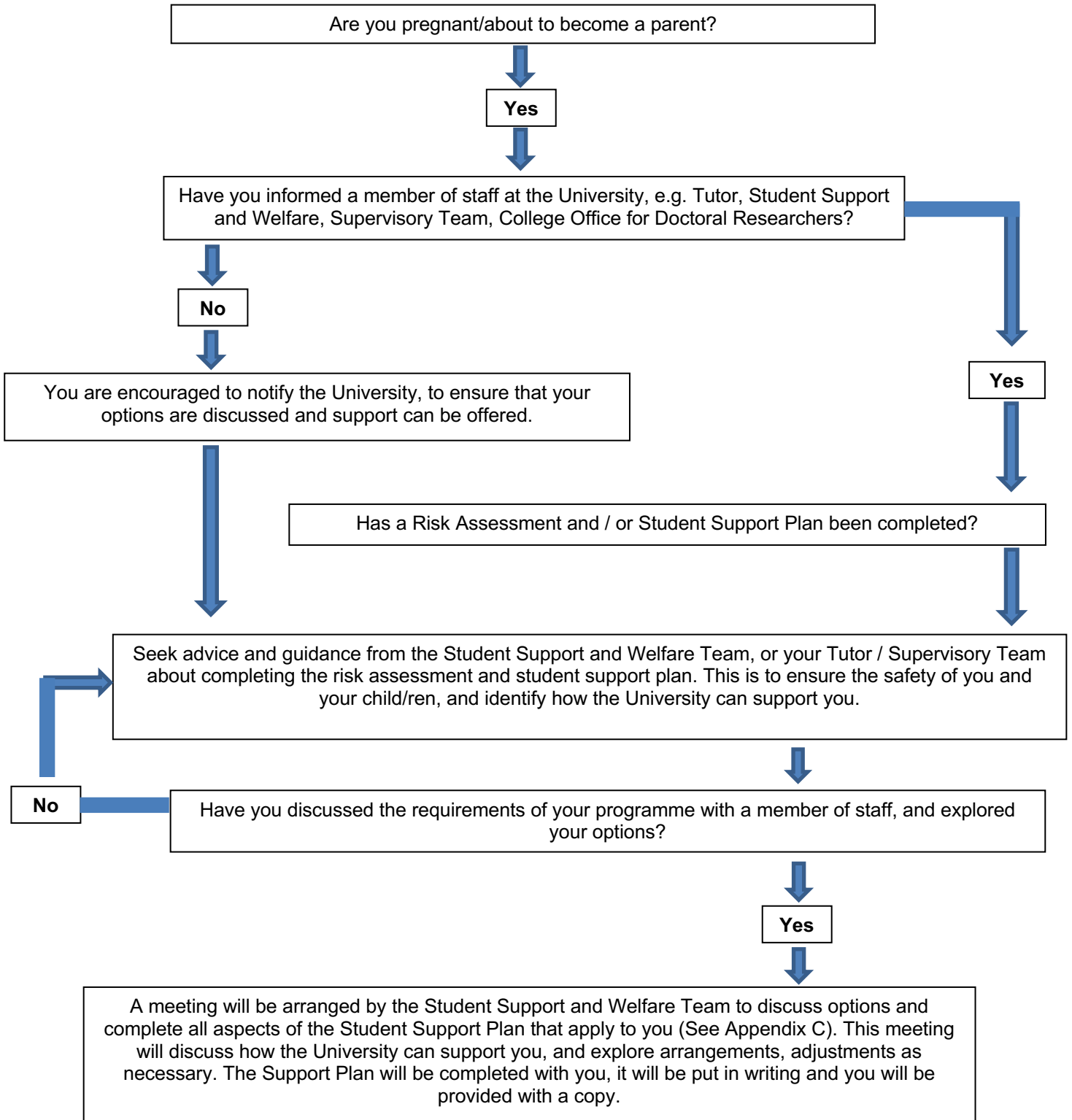


Student Pregnancy, Maternity, Paternity and Adoption Policy

Appendix A

The flowchart below summarises the steps of the procedure and information provided in this policy.





The Student Support Plan is to be reviewed at key stages.

Appendix B

External support agencies who provide help and support

The lists of useful contacts given below is correct at the time of writing (September 2019). Please check the internet for up-to-date contact information. Please note that Brunel University London does not endorse or take responsibility for the information provided by external organisations.

Direct Gov is the UK government's website which provides information on health, care and benefits during pregnancy, benefits for parents - www.direct.gov.uk

Family Planning Association aims to establish a society in which everyone can make informed choices about sex, relationships and reproduction. Its website contains impartial advice on pregnancy, abortion and adoption, and also contains a list of useful organisations - www.fpa.org.uk Helpline: 0845 122 8690.

National Health Service provides information relating to pregnancy, abortion, health in pregnancy and maternity, and services provided by the NHS - www.nhs.uk. For specific information for LGBT individuals see - www.nhs.uk/live-well/healthy-body/gay-health-having-children/

National Union of Students provides information and advice to students and students' unions about student finance, rights and welfare. Information for student parents is available on its website, along with research and publications about students with dependent children - www.nus.org.uk

Specialist Services

Adoption UK is a national charity run by and for adopters, providing self-help information, advice, support and training on all aspects of adoption and adoptive parenting - www.adoption.uk.org.uk

Antenatal Results and Choice is a charity which provides non-directive support and information to expectant and bereaved parents throughout and after the antenatal screening and testing process - www.arc-uk.org

British Pregnancy Advisory Service supports reproductive choice and health by advocating and providing high-quality, affordable services to prevent or end unwanted pregnancies with contraception or by abortion. Also offers a range of other reproductive health services - www.bpas.org/

Family and Parenting Institute provides support to parents in bringing up their children, and has a range of resources for parents - www.familyandparenting.org/

Health and Safety Executive provides useful information for employers and employees to help them understand what their responsibilities are, and what they need to do to comply with the law - www.hse.gov.uk/mothers/index.htm

The Miscarriage Association offers support and information to anyone affected by the loss of a baby in pregnancy - www.miscarriageassociation.org.uk

New Family Social, LGBT Consortium promotes the care and upbringing of children by LGBT+ adopters and foster carers - www.lgbtconsortium.org.uk/directory/new-family-social.

SANDS is a still birth and neonatal death charity which provides support to anyone affected by the loss of a baby and conducts research into the causes of still and neonatal death - <https://www.sands.org.uk/>

Surrogacy UK provides information, community and support to anyone undertaking a surrogacy journey - <https://surrogacyuk.org/>

Appendix C

Student Support Plan

This form aims to guide discussions during pregnancy, maternity, paternity and adoption. It should be completed and agreed with a Tutor or the Student Support and Welfare Team.

The form should be reviewed at key stages; or at key points of the academic year. If circumstances change, the plan will also need to be reviewed.

Contact details	
1	Student's details
	Name
	Student ID
	Year of study
	Visa details (International Students)
	Visa type/expiry date
2	Programme details
	Programme title
	Department / College
	Departmental contact
Key dates	
3	What date are you / your partner due to give birth / become parents / adopt?
	How many weeks pregnant are you / is she now? (please note the date)
	What are the known key dates for the adoption process?

Communication		
4	What is your preferred method of communication:	
	During pregnancy or the adoption process?	
	During maternity/paternity related absence?	
	On return to study / research?	
Informing other staff and students		
5	Who will need to be informed about you / your partner's pregnancy / adoption and when would you like them to be informed?	
	Name and title	Date
Health and safety assessment (attach copy to this form)		
6	Has an assessment been conducted that covers (where relevant):	
	Your programme of study / research?	
	Programme placements or study abroad?	
	Examinations or other assessments?	
	Return from maternity/paternity/adoption related absence?	
	Breastfeeding?	
	Have you been informed about rest, feeding and changing facilities on campus for use by students with a young child?	
7	Where changes are required to alleviate or minimise risks, identify a person(s) responsible for ensuring they are implemented?	
Absence		
8	Will the dates or times of antenatal/adoption appointments affect your study?	

	Have you discussed any pregnancy-related illness that may affect your ability to undertake your programme?	
	If yes to either of the above questions, what arrangements have been made to enable you to catch up?	
	How much maternity/paternity or adoption leave do you intend to take?	
	If you are a research student, do you know you are entitled to up to 52 weeks of maternity or shared parental leave, and your partner is entitled to up to 3 weeks paternity leave?	
	When do you intend to start your leave of absence?	
	When do you intend to return from your leave of absence?	
	Will these dates of absence affect your ability to complete any programme module requirements?	
Assessments		
9	Are you unable to complete any assessments / examinations due to pregnancy/maternity/adoption?	
	If so, provide details:	
	What alternative arrangements are possible for outstanding or incomplete assessments?	
Financial support		
10	If you are a UK student, are you aware of how any benefits you receive will affect your student support entitlements, and vice versa?	
	If you are a research student, are you aware of any terms and conditions within any stipend, bursary or other funding arrangements you may have?	

	Have you considered how your mode of study / research will affect your childcare funding entitlements?	
International students/those on placement abroad		
11	If you are an international student or on placement abroad, have you been informed about:	
	The need to check visa implications of returning home or extending your stay due to pregnancy, maternity, paternity or adoption?	
	Will you be able to complete your placement / study abroad?	
	Has the placement provider conducted a health and safety risk assessment?	
Accommodation		
12	Do you need to move to alternative accommodation?	
	Have you received advice on alternative accommodation and terminating existing accommodation contracts?	
Return to study		
13	What support will be provided on your return to study / research? (eg meetings with key staff, put in contact with other student parents, etc) Any other information or comments	
Further information		
14		
Signatures		
Plan to be reviewed on		
Agreed by staff member		

Name	
Title	
Signature	
Date	
Agreed by student	
Name	
Signature	
Date	