Maternity, paternity and adoption leave for research students

Scope
All full and part-time research students, including those registered on a validated research degree programme, academic staff with a responsibility for the supervision and examination of research students and administrative staff who have a role in supporting academic staff in their role.

Senate Regulations:
Regulation 24 – Doctoral Programmes
Regulation 23 – Masters Degree by Research

Date approved/re-approved
APPSC 01 October 2008, minor update Education Committee 15 June 2012

Date for review
To be reviewed on a periodic basis, with allowance for minor annual updates of roles and responsibilities by Graduate School Committee, as required.

To be read in conjunction with Section 9 of the University’s Quality Manual.

Equality and Diversity statement
City, University of London is committed to promoting equality, diversity and inclusion in all its activities, processes, and culture, under its Public Sector Equality Duties and the Equality Act 2010. This includes promoting equality and diversity for all, irrespective of any protected characteristic, working pattern, family circumstance, socio-economic background, political belief or other irrelevant distinction.

Where relevant to the policy, decision-making panels will ensure a reasonable gender balance (with at least one man and one woman) and will actively consider representation of other protected groups.
Policy on Maternity, Paternity and Adoption Leave for Research Degree Students

Background
This Policy applies to research degree students who are registered for an award of the University in instances where the registered student 1) becomes pregnant. 2) has a partner who becomes pregnant. 3) chooses to adopt a child.

This Policy applies equally to the University's internal and collaborative provision, including arrangements for validated and partnership programmes, unless alternative arrangements are detailed in the Validation and Institutional Partnerships Handbook or Memorandum of Agreement for the partnership programme. ¹

It is recognised that, where a research degree student is funded by a Research Council, this policy may exist alongside a Research Council policy covering the same issues. Where possible, Boards of Studies and Research Supervisors should follow both policies; however, where there is a conflict the policy of the Research Council should be followed for the aspects that conflict.

Suspension of studies
Any research degree student registered for an award of the University is entitled to the following provisions:
• In the event of maternity leave/maternal adoption: a period of suspension of studies, normally up to a maximum of twelve months, at the request of the student.
• In the event of paternity leave/paternal adoption: a period of up to 13 weeks’ unpaid leave which can be taken at any time during the pregnancy and/or within 12 months of childbirth.

In all cases, the School will need to obtain documentary evidence from the student, as is required of staff, in order to confirm leave arrangements.

Funding provisions
Any research degree student who holds a studentship under the University studentship scheme is entitled to the following provisions:
• In the event of maternity leave/maternal adoption: a four month period of maternity leave during which bursary payments will be continued (no fees will be payable); this will be added to the three year studentship period.
• In the event of paternity leave/paternal adoption: two weeks of paid leave without an extension of the award at any time during the pregnancy or within three months of childbirth.

Where possible, and to ensure a consistent approach across the institution, research students funded via School-based studentships should be entitled to the same provisions.

¹ Where the term Board of Studies is used this should be taken as synonymous with Course Boards for validated programmes
Implementation
Boards of Studies and Senior Tutors for Research are responsible for the effective implementation of this Policy, including ensuring that students are treated consistently.