



STUDENT PARENTAL LEAVE POLICY

Nuffield College is committed to supporting students during pregnancy, maternity, paternity or the process of adoption. The College follows the University's [Student Maternity, Paternity, Adoption and Shared Parental Leave Policy](#) which lays out the key rules regarding the timing and duration of leave, the application process, the provision of funded parental leave, and any necessary adjustments to mode of study.

The College's main role in connection with student parental leave is, therefore, to:

- advise the students on the timing of leave and assist them to make applications for suspension of status in cooperation with the relevant department/faculty;
- help prepare the students for their return to study in cooperation with the relevant department/faculty;
- advise students on possible adjustments to mode of study in cooperation with the relevant department/faculty.

Funding

The College's funding arrangements for student parental leave will normally align with those of the University and the UK Research Councils.¹

Practical Arrangements

The College will make practical arrangements on an individual case basis for each student parent, for example, with regards to meals and office space entitlement in College. In each case the College will endeavour to put in place arrangements that support the student's needs in as generous a way as is practicable.

Overseas students on Tier 4 visas should note that, under the terms of the student visa, if they apply for suspension of status for parental leave, they may be required to return to their

¹ For example, the ESRC policy states that: "Research council funded students are entitled to 52 weeks of maternity or shared parental leave. The first 26 weeks should be paid at full stipend rate. The following 13 weeks should be paid at a level commensurate with employee entitlements to statutory maternity pay. This is c. 41per cent of the minimum doctoral stipend. The final 13 weeks are not paid. Partners are entitled to up to 10 days paid Ordinary Paternity Leave on full stipend. 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. There is no qualifying period for maternity, paternity, adoption or shared parental leave."
<https://esrc.ukri.org/files/skills-and-careers/studentships/postgraduate-funding-guide/> (p.26-27).

home countries while suspended. Students should consult the Student Immigration team for advice on immigration and visas (student.immigration@admin.ox.ac.uk).

Unfortunately, the College does not at present have family accommodation and student parents living in College will need to apply for University or other family accommodation.

The College has access to three sponsored nursery places at the University's nurseries and matriculated students are eligible to apply for one of these places, if available. The University's nursery provision is oversubscribed and there is a long waiting list, so it is advisable for students to apply for a place as soon as possible. Further information about the University's childcare provision can be found at <https://www.admin.ox.ac.uk/childcare/>.

Contact

Students who are expecting to become parents are encouraged to contact the Senior Tutor as early as possible to discuss their leave and associated practical arrangements.