Maternity Leave

Students holding funding awards from external bodies who become pregnant will be expected to follow the guidance on maternity arrangements produced by their particular scheme. The UK Research Councils, for example, currently allows up to six months paid maternity leave without the level of the award being reduced and up to six months suspension of award (unpaid). These Councils require that paid and unpaid leave periods be taken consecutively.

Students funded by the College, and whose expected date of confinement (EDC) will occur during their award, may apply to the Senior Tutor for up to six months paid maternity leave without the level of their award being reduced. They may also apply for up to a further six months suspension of their award (unpaid) because of the pregnancy. Applications for maternity leave must be supported by a copy of the MAT B1 form (confirming expected date of confinement).

Students who are self-funded may apply for up to twelve months leave (suspension of status).

Financial support for periods of unpaid leave may be sought from the University Access to Learning Fund and College welfare funds.

Note: In all cases if a student chooses not to take the full twelve months at the time of their pregnancy they will not be able to take the remaining period at a later time. Maternity leave may start from eleven weeks prior to the EDC. No new mother may attend the College for work purposes for two weeks after giving birth for health and safety reasons.

Paternity Leave

New fathers will be allowed to take a period of unpaid leave at the birth of a new child (or children) up to a maximum of 13 weeks. Applications are made to the Senior Tutor. This leave can be taken at any time within 12 months of the birth of the child, providing it is taken within the life of the award or studentship. This is a suspension of the award or studentship and only one suspension period per birth event can be agreed.

Accommodation

It is not possible to predict all accommodation requirements. Pregnant students living in single college accommodation will need to apply to the Bursar for a risk assessment of this accommodation and, if necessary, may have to move to more appropriate single accommodation. It is not possible to have children in single accommodation, so applications for University family accommodation may be necessary.
As Nuffield College does not provide family accommodation, pregnant students, or their partners, living in partnered College accommodation will need to apply for University or other family accommodation. However, the College is able to be flexible over short overruns in partnered flats in order to match availability of family accommodation.

The student housing allowance will continue to be paid for all periods of maternity and paternity leave (paid or unpaid).

**Funding for Students with Children**

In line with UK Research Councils, the College does not pay a young dependants allowance. Students may apply to Access and Hardship Funds. (Advice available from Oxford University Student Funding and Access Office/Student Financial Support (contact: student.funding@admin.ox.ac.uk).

**Childcare**

At Oxford, the Access to Learning Fund provides help with registered childcare provision costs. All Home Students are advised to apply to this fund (applications are available from student.funding@admin.ox.ac.uk). The financial provision for overseas students is unfortunately extremely limited. However all students are eligible to apply to the University Hardship Fund if they experience unforeseen financial hardship. Further information about childcare provision and associated funding assistance can be found on the University’s Childcare Services website.

Nuffield College has access to two sponsored nursery places, and matriculated students are eligible to apply for this place at one of the University’s nurseries, if the place is available. The University’s nursery provision is oversubscribed, and there is a long waiting list, so it is advisable to apply for a place as soon as possible. Comprehensive information and an application form are available from the Childcare Services website: http://www.admin.ox.ac.uk/childcare/.

**Practical Matters**

Risk assessments will be made of work place and college accommodation to assess any adjustments which may be required.

The University policy concerning parental leave can be found on the Student Gateway, at https://www.ox.ac.uk/students/welfare/childcare?wssl=1.