

# Maternity and Paternity Enhancement



We want to do all we can to support expectant working mothers, soon to be fathers, adoptive parents, and duomoeders (female partners of birth mothers) at a time when it matters most. That's why we provide a pregnancy pack and enhanced maternity and paternity pay.

We will look after you throughout your pregnancy, ensuring a maternity risk assessment is completed and regularly reviewed.

In your third trimester, your nursery manager will agree with you what will be purchased by the nursery to support your health and wellbeing from our recommended list.

The recommended list includes:

- A pregnancy ball
- A heat pack for back pain
- A support band for baby bump
- A water bottle
- Pregnancy vitamins
- A stool for elevating feet
- A £100 payment via payroll for you to treat yourself and baby

\*Terms and conditions apply. Please refer to the Benefits Package Terms and Conditions for full details.

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To support you in the early days of being a parent, we will also 'top up' your maternity or paternity pay.

## Mothers

If eligible for maternity pay, you ordinarily receive 39 weeks maternity pay - 6 weeks at 90% of your earnings and 33 weeks at statutory maternity pay rates. However, we will pay you 6 weeks at 90% of your earnings and a further 4 weeks at 90% of your earnings and the remaining 29 weeks will be paid at statutory maternity pay rates.

## Partners

If you are the proud father-to-be or duomoeder, we will ensure you have time with your new baby by paying for two weeks of paternity leave in addition to two weeks leave at the statutory paternity rates.

## Adoptive Parents

Statutory adoption pay is paid for up to 39 weeks. The first 6 weeks is payable at 90% of your earnings and 33 weeks at statutory maternity pay rates. However, we will pay you 6 weeks at 90% of your earnings and a further 4 weeks at 90% of your earnings and the remaining 29 weeks will be paid at statutory maternity pay rates.



## Fertility Paid Time Off

Employees undergoing fertility treatment will be entitled to up to five days of paid leaver per year, limited to 15 days over a 3 year continuous period. Fertility leave will be granted to receive and recover from fertility treatment and to attend appointments specifically associated with the process. Partners of employees undergoing treatment will also be granted paid leave. Leave also applies to an employee whose surrogate is undergoing treatment.

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