

Student Parental Leave Policy

LSHTM aims to provide an environment where students are supported and treated fairly and with dignity and respect, including during pregnancy, maternity, paternity / partner leave and the process of adoption.

The Equality Act 2010 introduced a new protection from discrimination for students during pregnancy and maternity. From 1 October 2010, a student who is pregnant, or has given birth within the last 26 weeks, is explicitly protected from unfavourable treatment.

Whilst the current UK legislation refers to 'paternity' leave, the term 'partner' is used throughout this policy to recognise that any employee who is the father/second parent or spouse/partner of an expectant mother/birth parent/primary adopter (including in a surrogacy arrangement) and who expects to have responsibility for the child is entitled to leave (interruption of study) under this policy.

If you or your partner become pregnant, this policy has been developed to help you manage this as easily as possible. It covers the School's approach regarding student pregnancy, maternity, paternity, shared parental leave and adoption leave.

The School is fully aware of the confidential nature of information provided by students with regards to maternity, paternity or adoption and will only pass on this information to those areas that need to be informed in order to provide support or adjustments for the student.

Key contacts include the relevant Personal Tutor, Programme Director, Taught Programme Director, Research Degree Supervisor(s), Departmental Research Degree Coordinator, Faculty Research Degree Director, Research Degree Manager, Student Adviser and Head of Registry. Students may at any time contact [Student Support Services](#) for confidential advice and support.

4. Paternity Leave

Students wishing to take paternity related absence (including accompanying their partners to medical and antenatal appointments) are s1T0010gl-9(r)-e10(5(cavi)6(n)-9(ab)e)10 antrm-(4af1β)r0diabr p