



Better Information: Publish your parental and carers leave and pay policies on your website

As one of our esteemed Gender Equality Partners, Business in the Community is calling on your organisation to support parents and carers in the workplace by publishing your policies online.

Business in the Community is currently celebrating Responsible Business in Action, with a focus on Gender Equality from 7-11th June. During this time, we are calling on *all* employers to publish their parental and carers leave and pay policies on your websites.

We are asking you to set the wheels in motion, so that you can declare whether your organisation *has* published its parental and carers leave and pay policies or whether it *will* publish by the deadline.

Background

In June 2018, Jo Swinson MP, Deputy Leader of the Liberal Democrats, introduced a Bill in Parliament requiring all employers with more than 250 staff to publish their parental and carers leave and policies. The Government will now be consulting on this proposal.

Each year 54,000 women lose their jobs because of pregnancy and maternity discrimination in the workplace¹. There is no silver bullet to resolve this, but greater transparency of what employees can expect from their employers will help.

This is not just about helping women at work. **Business in the Community's [Equal Lives research](#)**, in partnership with Santander UK, found that **85% of men think that men should be as involved in all aspects of childcare as women and 56% of men with caring responsibilities want to be more involved in caring**. Greater transparency will also help men feel more supported in taking on their fair share of caring responsibilities.

Why do it

Publishing parental and carers leave and pay policies is an **easy, light-touch change that all employers can make**, and which brings great benefits to employers, employee and job applicants.

- As an employer, it is an easy way to improve your ability to attract and retain talent.
- It signals that you are family-friendly and have the policies in place to support your employees to take on their fair share of caring responsibilities.





- Being open about these issues also shows that you have a culture where employees can speak openly about their family commitments without fear of how it might affect their careers.
- It also reduces the risk of discrimination during the recruitment process, as job applicants would no longer need to ask about these policies at interview.

How to do it

Every employer should have a statement detailing key information about their parental and carers leave and pay policies on their website. This can be published on the company's careers webpages.

The information should be easy to find on the employers' site and through a simple search online. It should be easy to understand and provide enough detail for people to be able to make an informed decision about the company's offer.

Any statement should cover the following basic information about the company's parental and carers leave and pay policy

- Contractual pay and leave offered to new mothers /primary adopter (Maternity Leave and pay/Adoption Leave and pay)
- Contractual pay and leave offered to new fathers/other parents (Paternity Leave and pay)
- Contractual pay and leave offered for those wishing to take parental leave
- Contractual pay and leave offered for parental bereavement leave
- Contractual pay and leave offered to parents who opt to take Shared Parental Leave
- Contractual pay and leave offered to carers
- Any reductions to contractual Shared Parental Pay or Shared Parental Leave entitlement by maternity, paternity or shared parental leave or pay taken by either parent
- Any qualifying period for contractual leave and pay offered to new mothers and fathers
- Differences in policies depending on type of employment contract
- Any repayment conditions if either parent does not return to work

Employers who also report their gender pay gap might consider describing their policies as part of their narrative reporting.

If your organisation plans to publish your policies, please get in touch with Kaamini Chanrai, Gender Research and Policy Manager, at Kaamini.Chanrai@bitc.org.uk.

¹ Equality and Human Rights Commission (2018), Pregnancy and maternity discrimination research findings. Available at <https://www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/pregnancy-and-maternity-discrimination-research-findings>

