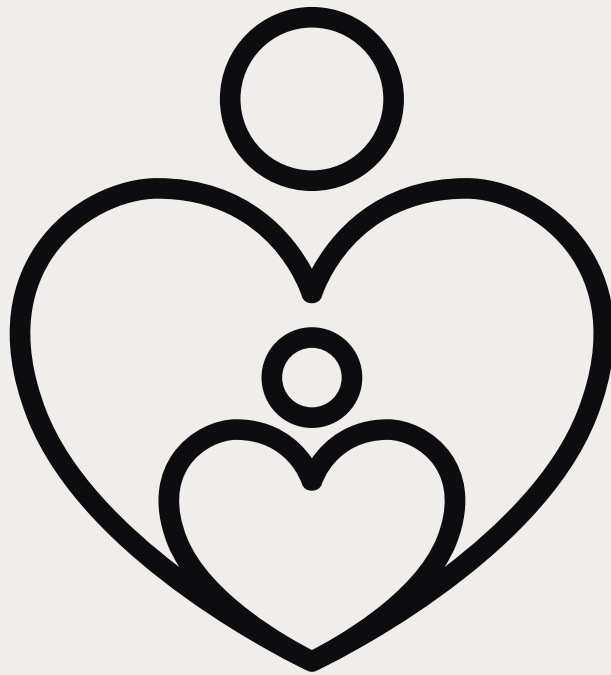

YOUR COMPLETE PARENTAL
LEAVE GUIDE



From Bump to Boardroom

Maternity Mentor's Guide to UK Parental Leave
2nd Edition

CURRENT AS OF
1 MAY 2025

Maternity Mentor

CREATED BY NATASHA
KITSON

Contents



Pregnancy & Maternity Rights	02
Statutory Maternity Leave & The Mat B1 Form	06
Statutory Maternity Pay & Financial Support	08
Paternity Leave & Pay	12
Preparing to Leave Work	14
Neonatal Care Leave & Pay	15
Post-Birth Rights & Support	16
Shared Parental Leave	18
Keeping in Touch (KIT) Days	21
Coping with Baby Loss and Your Rights	22
Protecting Your Pension	24
Returning to Work	25
Childcare Options	29
Work-Life Balance	31
References & Support	32
Meet our Team & Sponsors	34

Let's begin...

◆

Welcome

Welcome to the Second Edition of From Bump to Boardroom!

Whether you're expecting your first child or adding to your growing family, this phase is as transformative as it is challenging. It's a time of joy, growth and adjustment—both personally and professionally.

In the last year alone, we've witnessed an increasing spotlight on the importance of parental rights, workplace support and the balance between career and caregiving. Yet, the journey remains complex, with many parents navigating an overwhelming maze of leave policies, government regulations and employer expectations.

This guidebook was created to be your trusted resource during this pivotal time, and with this new edition, we've gone even further to ensure you have the most up-to-date information and practical tools to feel empowered every step of the way.

Our mission remains the same:

- To equip parents with clarity about their rights and options.
- To support employers in fostering inclusive and family-friendly workplaces.
- To create a bridge between the needs of working parents and the organisations they contribute to.

We believe that with the right guidance and support, every parent can navigate this journey with confidence. Thank you for allowing us to be a part of your story.

Here's to a year of growth, empowerment and positive change for working families everywhere.

Warm wishes,
Natasha

Pregnancy & Maternity Rights

PREGNANCY SYMPTOMS AT WORK

The early days of pregnancy can be both thrilling and challenging. Fatigue can become a constant companion & nausea along with pregnancy sickness can feel debilitating - especially when you have to face the working day. These early trimester symptoms have been trivialised for far too long, but the reality is, if you are feeling unable to cope with these symptoms at work, there are protections in place to support you.

Your pregnancy news is yours to share with the world on your own terms. Whilst there's no obligation to tell your employer of your pregnancy until week 25, you will need to inform them if you want to invoke your right to paid time off for antenatal appointments, if you have any concerns regarding health and safety or your ability to deal with the symptoms you are facing.

Your manager/ HR department should deal with your pregnancy announcement sensitively. Specify if you want to keep the news confidential however bear in mind that where important processes like a health and safety assessment or travel arrangements need to be carried out, your manager should explain why these colleagues need to know because of their duty of care to you.

If you are struggling with pregnancy symptoms you are able to ask your employer for reasonable adjustments to your working day such as working different times of day or working from home to conserve your energy. If you are too unwell to work altogether then you should call in sick as you would with any illness.

Speak to your GP or midwife if you are feeling unwell to see if they can recommend anything to help alleviate the symptoms.

If you are struggling to work for more than a few days and require a sick note from your GP make sure they record your sickness as being pregnancy related to protect you from any future disciplinary action.

You can't be treated unfavourably or dismissed for having time off sick because of your pregnancy as you're protected against discrimination while you're pregnant.

Maternity Mentor Pro-Trips (childcare considerations & supplements) - you may be thinking "why are you mentioning childcare, I'm barely out of my first trimester?!" There are exceptionally long waiting lists for childcare in the UK. If you have your heart set on a nursery (& even if you don't) it's worth you calling up and finding out waiting list times so you can decide whether you need to start the search process.

In terms of supplements the NHS recommend you take 400 micrograms of folic acid & a vitamin D supplement from early pregnancy - contact your health provider for more information.



Health & Safety for Pregnant Employees

When you inform your employer of your pregnancy they are legally obliged to carry out a pregnancy risk assessment. Risks could be caused by:

- heavy lifting or carrying
- standing or sitting for long periods without adequate breaks
- exposure to toxic substances
- long working hours

Where there are risks, the employer should take reasonable steps to remove them. For example, offering the employee different work or changing their hours.

Some professions involve travel as an essential part of work. It is generally considered safe to undertake moderate travel up until between 32 – 36 weeks of pregnancy. However, in cases where it is considered high-risk to travel, pregnant individuals can be given a note from a healthcare professional stating that travel should not be undertaken.

Pregnant employees who think they're at risk but are in a disagreement with their employer should talk to their health and safety or trade union representative.

If your employer still refuses to do anything, talk to your doctor or contact the [Health and Safety Executive](#).

We consider it best practice for the H&S risk assessment to be reviewed between yourself and your manager every month as your pregnancy evolves. This is likely to be something you will need to request from your manager as is not standard practice in most companies.



Maternity Rights



Pregnant employees have 4 main legal rights

1. Paid time off for antenatal care*
2. Maternity leave
3. Maternity pay or maternity allowance
4. Protection against unfair treatment, discrimination or dismissal

*antenatal care' is not just classed as medical appointments - it can also include antenatal or parenting classes if they've been recommended by a doctor or midwife.

The father or Partner has the right to unpaid time off work to go to 2 antenatal appointments.

Your rights on maternity leave

While you're on maternity leave, you'll still be entitled to all the employee rights you normally get from work - for example:

- o Paid holiday
- o Protection from unfair dismissal
- o Pension payments and rights during your period of Statutory Maternity Pay payment
- o Any other employee benefits - for example, gym membership and medical insurance - for your whole maternity leave period.

Your NHS maternity exemptions certificate

Your NHS maternity exemptions certificate is usually provided to you by email following your first appointment with your midwife (around 8 weeks of pregnancy).

This entitles you to free NHS dental appointments and prescriptions.

Most local authorities and leisure centres also provide free swimming facilities - check this with your local swimming pool.

This exemption expires 12 months after your due date or the birth of your baby.



Pregnancy and maternity discrimination

It is against the law (Equality Act 2010) to discriminate against anyone because they are pregnant, breastfeeding or recently given birth. Your protection against pregnancy based discrimination starts when the employer finds out you're pregnant and lasts for up to 18 months after the birth of your child.

If you're treated unfavourably after 18 months post birth- it could still be treated as discrimination it would just be classed as sex discrimination rather than pregnancy & maternity.

Some examples of pregnancy and maternity discrimination could include:

- Having pay or hours reduced solely due to pregnancy.
- Facing pressure to resign or being dismissed or passed over for a promotion due to becoming pregnant.
- Being treated differently due to taking time off because of pregnancy related illness
- Missing out on a payrise you otherwise would have received if you hadn't been pregnant/on maternity leave

Discrimination can be very obvious or it can be subtle & not always noticed by other people such as unconscious bias, microaggressions & stereotyping.

If you think you are being discriminated against start collecting evidence as soon as you can.

Citizen's Advice recommend taking the following steps :

1. Make an informal complaint by talking or writing to your employer
2. Make a formal complaint to your employer - this is called 'raising a grievance'
3. Negotiate with your employer to reach an agreement - this is called 'settling'
4. Use mediation - a trained mediator will try to help you and your employer reach an agreement before legal action
5. Take legal action at an employment tribunal - an employment tribunal should be treated as a last resort.

..

Statutory Maternity Leave

& THE MAT B1 FORM

Statutory Maternity Leave (SML) is a fundamental right that enables expecting birth mothers to take time off work before and after childbirth. You're entitled to a year of Statutory Maternity Leave no matter how long you've been in your job.

While you're entitled to 52 weeks off work, you'll only get maternity pay for 39 of them if you're eligible (cont. in next chapter).

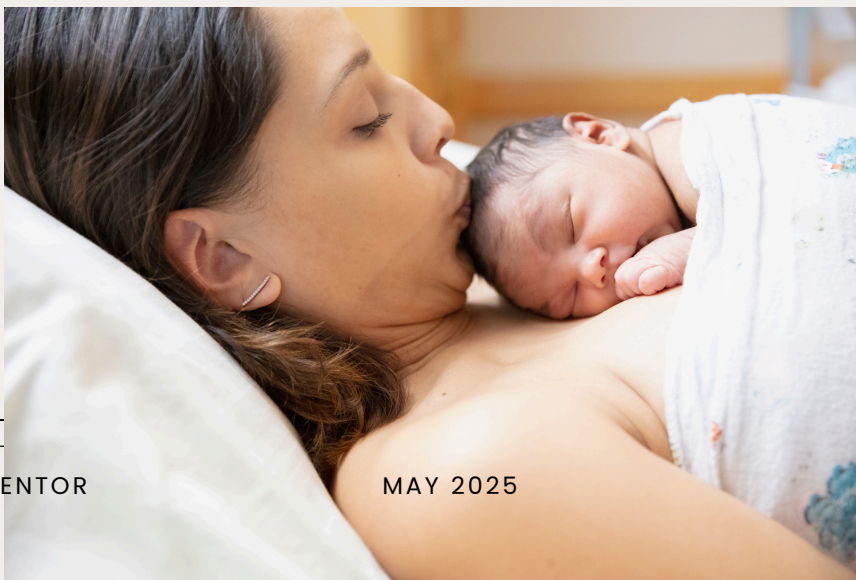
Key aspects of SML include:

Duration: SML lasts for up to 52 weeks and is made up of the following:

- **Ordinary Maternity Leave:** this is the first 6 months – or 26 weeks. If you return to work during this period, you have the right to return to exactly the same job that you had before you took maternity leave.
- **Additional Maternity Leave:** this is the second 6 months and affects what rights you have when you go back to work. If you take more than 6 months' leave, you have the right to return to the same job unless it's no longer available. In this case, you must be given a similar job with the same pay and conditions.

Leave Window: You can begin SML up to 11 weeks before your due date or earlier if your baby arrives early.

Please Note: If you are not taking Statutory Maternity Leave, you must take 2 weeks off after the baby is born – or 4 weeks if you work in a factory – this is compulsory for all birth mothers.



Eligibility & Mat B1

To be eligible for Statutory Maternity Leave (SML), you only need to meet the following criteria:

- **Employment:** You must be employed.
- **Notice:** At least 15 weeks before the baby is expected, you must tell your employer the date that baby is due and the date you want to start maternity leave - you can change this with 28 days notice. Your employer must then confirm your leave start and end dates in writing within 28 days.

Employees can change their return to work date if they give 8 weeks' notice so do not feel pressured to commit to any timeline before you are ready to do so!



Giving Your Employer Notice - Mat B1

As highlighted above one crucial step in the maternity leave process is to notify your employer about your pregnancy. The Mat B1 form plays a central role in this:

- **Mat B1 Form:** This document, provided by your midwife or GP around 20 weeks pregnant, serves as official proof of your pregnancy. It includes essential details about your pregnancy, such as your expected due date.
- *Bear in mind you will want the official copy back if you're going to apply for benefits such as the Sure Start Maternity Grant so either send a copy to your employer or request that they send your official copy back to you.*
- **Timing:** Inform your employer about your pregnancy before the end of the 15th week before your expected due date. Providing your Mat B1 form promptly ensures that your employer can make necessary arrangements for your maternity leave.

If you would like to inform your employer of your pregnancy before you are 25 weeks pregnant & before you have received the Mat B1 form, you are welcome to use our free template letter available for download from our website. .

Statutory Maternity Pay

& FINANCIAL SUPPORT

What is Statutory Maternity Pay?

Statutory Maternity Pay (SMP) is a financial support scheme provided by the UK Government to eligible employees who are pregnant or have recently given birth. SMP is designed to help working parents maintain a source of income while they take time off to care for their newborn.

To qualify for SMP, you must meet the following criteria:

- 1. Continuous Employment:** You must have worked continuously for the same employer for at least 26 weeks by the end of the 15th week before your expected due date. This roughly means you must have been working for your employer non-stop since you were 1 week pregnant.
- 2. Minimum Earnings:** You must earn at least £123 per week on average in the eight weeks leading up to the 15th week before your expected due date.
- 3. Mat B1 Form:** You must provide the necessary proof of pregnancy 15 weeks before your expected due date.
- 4. Notice:** You have given at least 28 days' notice of the date you want to start your SMP (this is usually the same day as you wish to start SML).

How SMP is Calculated

SMP is calculated based on your average weekly earnings. The first six weeks provide you with 90% of your average weekly earnings without any maximum limit. For the remaining 33 weeks, you will receive £187.70 per week or 90% of your average weekly earnings—whichever is **lower**.

Statutory Maternity Pay

& FINANCIAL SUPPORT

Statutory Maternity Pay is the minimum amount your employer has to pay you. You might get more depending on what's written into your contract and if your company offers enhanced maternity pay.

This table shows how much you'll get at each stage of maternity leave in the 2025/26 tax year:

Stat. Mat. Leave	Stat. Mat. Pay	Company Enhanced Pay (if applicable)
First 6 weeks	90% of average weekly earnings before tax	Potential top up?
Weeks 7 - 40	£187.18 pw or 90% of average earnings (whichever is less)	Potential top up?
Weeks 41 - 52	Unpaid	Potential top up?

Just be aware that if you decide not to return to work after 52 weeks, you might have to pay back any extra enhanced pay. Always check your employment contract and employer policy documents. You will never have to pay back any SMP.



KIT Days & Financial Support

Keeping in Touch (KIT) days can be a valuable resource to boost your income during maternity leave. These are additional days when you can work and receive pay without affecting your maternity pay entitlement. For more details on how KIT days work and how they can benefit your financial planning, refer to page 20 in this guidebook.

We have included links to financial tools to help with budgeting during your maternity leave in our Support section on page 30.

Understanding the financial support available to you and how it is calculated is crucial for managing your finances during maternity leave. By familiarising yourself with these key aspects, you can ensure that you make informed decisions and secure your family's financial well-being during this significant life transition.

FINANCIAL SUPPORT & AVAILABLE BENEFITS

1. Maternity Allowance: If you are self-employed or not eligible for SMP, you may be entitled to Maternity Allowance.

2. Sure Start Maternity Grant: If you're on a low income and get certain benefits or tax credits, and there are no other children under 16 in your family, you could get this one-off payment.

3. Child Benefit: A universal benefit that supports parents with the costs of raising children.

4. Tax Credits: Child Tax Credit gives financial support for children, and Working Tax Credit helps people in lower-paid jobs by topping up their wages.

5. Council Tax Reduction: You could be eligible if you're on a low income or claim benefits. Your bill could be reduced by up to 100%

6. Healthy Start: You can get free milk, infant formula, vitamins, fruit and vegetables if you're receiving certain benefits or if you're under 18

7. Free prescriptions and dental care: All prescriptions and NHS dental treatment are free while you're pregnant and for 12 months after your baby's due date. It is no secret that finding an NHS dentist is no easy feat in the UK at the moment but you don't have to be limited by dentists in your immediate local area - so it is worth calling around further afield.

You'll be sent a maternity exemption certificate (MATEX) that lasts for 12 months after your due date. You must have a valid exemption certificate to claim free prescriptions and dental care.

It's worth checking the government website to see if you are eligible for any of the above or additional benefits.

Statutory Paternity Leave

& PATERNITY PAY

Paternity Leave (& pay) is unfortunately limited to just 2 weeks in the UK. You can choose to take either 1 or 2 weeks in weekly blocks and you get the same amount of leave if your partner has a multiple birth (such as twins). Your employer may offer enhanced Paternity Leave so always check their company policies.

Key aspects of Paternity Leave include:

Start and end dates

- Leave cannot start before the birth & it must end within 56 days of the birth (or due date if the baby is early).
- You must give your employer 28 days' notice if you want to change your start date.
- You do not have to give a precise date when you want to take leave (for example 1 February). Instead you can give a general time, such as the day of the birth or 1 week after the birth.

Leave for antenatal appointments

You can take unpaid leave to accompany a pregnant woman to 2 antenatal appointments. You can take up to 6 and a half hours per appointment. Your employer can choose to give you longer.

Pay

The statutory weekly rate of Paternity Pay is £187.18 or 90% of your average weekly earnings (whichever is lower). You may get more if your company offers an enhanced paternity pay package.



Statutory Paternity Leave

& PATERNITY PAY

Eligibility

You must be taking time off to look after the child and be one of the following:

- the father
- the husband or partner of the mother (or adopter) - this includes same-sex partners

For Paternity Leave you must:

1. Be an employee
2. Give the correct notice - at least 15 weeks before the baby is due - you can do this by filling in the online form from the UK Gov website. Once you have completed the form, you will need to download or print it and send it to your employer. Check if your employer has their own form. If they do, use that instead. The notice must include:
 - the due date
 - when you want your leave to start, for example the day of the birth or the week after the birth
 - if you want 1 or 2 weeks' leave

You do not need to give proof of the pregnancy or birth.

3. Have been continuously employed by your employer for at least 26 weeks up to any day in the 'qualifying week' The 'qualifying week' is the 15th week before the baby is due.

For Paternity Pay you must:

1. Be employed by your employer up to the date of birth
2. Earn at least £123 a week (before tax)
3. Give the correct notice as mentioned above.
4. Have been continuously employed by your employer for at least 26 weeks up to any day in the 'qualifying week'

Your employment rights are protected while on paternity leave. This includes your right to:

- pay rises
- accrue holiday
- return to work

Preparing to Leave Work ✦

As you start to approach your due date, navigating the transition from work to maternity leave calls for careful planning & communication with your employer. We highlight some of the key steps below:

1) Handover Process - Your employer should have a plan to manage your workload whilst you're on leave. Document as much as you can to help with maternity cover but also to help prep. you for your return. Look out for your future self!

2) Maternity Leave Policy: Remind your employer about the agreed-upon maternity leave plan, including start and end dates (which may be TBC). Double-check that you're both on the same page regarding the details of your leave.

3) Communication Channels: Specify your preferred communication channels. Whether it's email, messaging apps, or other platforms, make sure your employer knows where to reach you and how frequently you'd like to be updated.

4) Annual Leave Agreement - Agree with your employer how you will use your accrued annual leave days. Good practice is to also include bank holidays in this entitlement but there are some employers that only offer the bare minimum - so it's best to agree in advance if you can.

5) Legal Rights and Entitlements: Remind your employer about your statutory rights and entitlements during maternity leave, such as keeping in touch (KIT) days and any other benefits (Pension/ car allowance).

6) Professional Development: If applicable, discuss any opportunities for professional development or training during your leave, indicating your interest in staying informed about industry updates.

By covering these points, you'll create a comprehensive plan that not only benefits you but also ensures a clear understanding between you and your employer.

We have a free ParentPrep Toolkit for employees available for download on our website if you would like to use this resource to help prepare for your parental leave.



NeoNatal Care Leave & Pay

From 6 April 2025, parents whose baby requires neonatal care will have the right to up to 12 weeks of neonatal leave and pay. This new entitlement aims to provide parents with dedicated time to spend with their baby without using their maternity, paternity, or shared parental leave. The government estimates around 60,000 parents will benefit from this change.

Eligibility

Neonatal care leave (NCL) applies to employees whose baby receives neonatal care from birth, for at least seven continuous days within the first 28 days of life. It is available from day one of employment and applies to:

- Parents, intended parents (via surrogacy), or a partner living with the baby's mother.
- Adoptive parents under similar criteria.
- Babies born on or after 6 April 2025.

Leave Entitlement

NCL provides up to 12 weeks of leave, depending on the length of neonatal care, taken in full-week blocks. For multiple births, leave applies per admission, not per baby. The leave must be used within 68 weeks of birth and can be taken flexibly:

- **Tier 1 leave (taken while the baby is in care)** can be taken in non-continuous blocks.
- **Tier 2 leave (taken after discharge)** must be taken in a single continuous block.

Notice Requirements

Employees must provide written notice including their relationship to the baby, birth date, neonatal care details, and requested leave dates. However, employers can waive notice requirements if agreed.

Pay & Employment Protections

Employees with at least 26 weeks' service earning £123+ per week qualify for statutory neonatal care pay (SNCP). This is paid at £187.18 per week or 90% of earnings if lower.

Employees retain their contractual rights, except for pay, and are protected from discrimination or dismissal due to NCL. Those taking six or more weeks are entitled to redundancy protection until their child is 18 months old.

Employer Considerations

- Policy updates: Ensure family leave policies reflect NCL and consider enhancing benefits.
- Tracking & compliance: Record NCL for redundancy protection purposes.
- Training: Educate HR teams on new regulations.
- Data privacy: Respect confidentiality regarding the baby's medical care.
- Employee wellbeing: Be mindful of the emotional and physical impact on parents.

Post-Birth Rights & Support

Congratulations on the birth of your baby! You may now be experiencing the highs & lows of the “newborn bubble” and so we wanted to take this opportunity to remind you of your rights for the initial post-partum period & support options available to you.

Birth Reflections Service

The act of giving birth doesn't have to mark the end of the birthing process. You have undergone a significant life-changing experience and should you wish to ask questions or talk through your delivery look into the Birth Reflections Service in your local NHS trust. Operated confidentially by local midwives, this service is here to assist you in addressing any gaps or questions regarding the care you received.

Lactation Support

Midwives, health visitors and peer volunteers are available to help you with breastfeeding support. There are also local breastfeeding support groups/ drop-ins/cafes that are all worth paying a visit to.

To find out what's available in your area talk to your midwife, health visitor or GP or contact the National Breastfeeding Helpline on 0300 100 0212 (9.30am to 9.30pm, daily).

For additional tips, consider following experts on Instagram. We are delighted to have a partnership with Olivia Hinge (@Olivia_lactation_consultant) who I personally followed throughout my own postpartum journey.

UK law protects breastfeeding mums. You are legally allowed to breastfeed your baby in public (Equality Act 2010) & it is illegal for anyone to ask you to stop or to leave a public place.

Feeling self-conscious when you begin breastfeeding in public is completely natural. Rest assured that with time, it will become second nature for you and your little one. You do not need to cover yourself but if you feel more comfortable doing so you can use a muslin and/or look into the “2 piece approach” ie where you wear an under shirt and an over shirt/jumper so you simply pull the under shirt down and the over shirt up for a feed!

Sleep Hygiene

While the newborn phase makes uninterrupted sleep difficult, prioritising rest where possible is essential. If you have a partner, try to share shifts so each of you gets at least a few hours of consolidated sleep. Looking into safe co-sleeping practices, as recommended by the Lullaby Trust, can also be beneficial for those who find it difficult to settle their baby in a separate sleep space (cosleeping changed my life!). While it may not always be easy, making sleep a priority can support both your physical recovery and mental health during this challenging time.

Post-Birth Rights & Support

You will likely be under the care of your local midwives & health visitors with a GP check-up around 6 weeks. It's important to reach out if you feel like you aren't getting the support you need. It's very common to feel low, tearful, irritable and anxious. This is known as 'baby blues' and this can last for a few days or a few weeks. This is due to the major hormonal shift that happens in your brain and body after having a baby, as well as your birth experience, recovery and lack of sleep. This is also responsible for the night sweats you may be experiencing!

Post-partum anxiety and depression are common and you can make a full recovery with the right support. Around 1 in 8 develop postnatal depression or anxiety (and 1 in 10 birthing partners develop postnatal depression).

This can feel similar to the baby blues, however feelings can become more intense and last longer. You may feel significantly low, anxious or numb. You might have obsessional thoughts, panic attacks and feelings of inadequacy.

Speak to your GP if you feel like you need support and also take a look at the additional support options available (located in our Support section, page 30).

Physical Recovery

The NHS include some guidance on physical recovery and exercises you can start to do to help your stomach and pelvic floor muscles recover. Your post natal GP check at around 6-8 weeks is a good time to mention if you are not seeing any improvement in these areas.

Supplement Recommendations

Vitamin D: is an important nutrient for all of us as it helps regulate calcium and phosphate in the body. This helps keep our bones, muscles and teeth healthy.

The NHS recommend taking 10 micrograms (mcg) of vitamin D supplements each day. If you're breastfeeding you should also give your baby vitamin D each day.

The NHS also recommends the following diet:

- Five portions of varied fruits and vegetables each day
- Starchy foods like wholemeal bread, and brown rice and pasta
- Foods high in fibre like wholemeal bread, beans, lentils, and fruit & veg
- Healthy sources of protein like chicken, fish, eggs, nuts, and pulses
- Two portions of fish, including oily fish, each week
- Sources of calcium like milk and yoghurt, including vegan alternatives
- Plenty of fluids like water and semi-skimmed milk

If you can eat this kind of diet you should get all the nutrients you need from your food. Supplements containing essential nutrients like iron, vitamin C, calcium and vitamin B12 can help.

Shared Parental Leave

& SHARED PARENTAL PAY

Shared Parental Leave (SPL) allows the birth parent to end their Statutory Maternity Leave early and share up to 50 weeks of leave and 37 weeks of pay within the first year the child is born. One or both parents can take SPL to take time off either together, separately & in a more flexible way. It is worth checking if your employer offers an enhanced Shared Parental Pay (SHPP) package sooner rather than later – this isn't as common as enhanced maternity or paternity pay.

SPL can be used to take leave in up to 3 blocks or take it all in one go as per the examples below:

1. Example of both parents taking SPL leave together then in separate blocks

Birth parent took 10 weeks Maternity Leave (counting from week 3 as first 2 weeks are compulsory). This leaves 40 weeks of SPL and 27 weeks SHPP available.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
Birth Parent	Maternity Leave & SMP										SPL & SHPP										Return to work					SPL & SHPP					Return to work					SPL unpaid					Return to work											
Partner	Paternity Leave		Return to work									SPL & SHPP										Return to work					SPL unpaid					Return to work																				

2. Example of both parents staggering leave

Birth parent took 42 weeks Maternity Leave (counting from week 3 as first 2 weeks are compulsory). This leaves 8 weeks of SPL of which will be unpaid as the full 37 weeks of SMP were claimed.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
Birth Parent	Maternity Leave & SMP																																										Return to work									
Partner	Paternity Leave		Return to work																																							SPL unpaid										

DETAILS & CRITERIA

- SPL does not create any additional leave for parents; however it does enable you to share the leave which was only available to the birth mother on SML.
- You have the same employment protections in place on SPL as you do on SML.
- As mentioned previously, being on SPL allows to you to take your leave in up to 3 blocks which can be useful for returning to work for certain projects (teachers take note as this can be very useful for “returning to work” during the school hols)
- If your company offers you enhanced maternity pay you may not be able to transfer this across if you move to SPL so it’s worth checking your contract first.
- The birth mother is usually better off on SMP for the first 6 weeks as this is paid at 90% of her average earnings whereas ShPP is paid at statutory rate.
- SPL enhances your SPLIT day (known as KIT days on SML) entitlement to 20 days

There are certain criteria that expectant parents must meet to qualify for SPL and ShPP. These criteria include:

- 1) Both parents must share the responsibility of the child from birth.
- 2) Both parents must meet the Work and Pay criteria

Work and Pay Criteria

To meet the work and pay criteria for SPL and ShPP eligibility, both parents must:

- Earn a minimum of £123 per week on average.
- Have been employed by the same employer on a continuous basis for a minimum of 26 weeks by the end of the 15th week prior to the due date (so from 1 week before your pregnancy)
- Remain with the same employer until the point of commencing SPL



Applying for SPL & ShPP



Assuming you meet the eligibility criteria you must give your employer 8 weeks' notice of your intention to take SPL &/or ShPP and follow the below steps:

You can use [Shared Parental Leave forms and templates](#) available for free download from our website or Acas to:

1. Give your employer notice that you plan to take SPL &/or ShPP
2. Give your employer notice of when the mother is going to end their maternity leave and when they'll stop getting maternity pay.
 - a. *Note the mother does not also need to apply for SPL if they have provided their employer binding notice of when their maternity leave will end. - (Once notice to end maternity leave is provided is it usually irrevocable.)*
3. Book your leave dates

If your employer has their own forms you can use those instead.

You can change your mind later about how much SPL or ShPP you plan to take and when you want to take it however you must give notice of any changes at least 8 weeks before the start of any leave.



Once you've sent your employer your application for SPL they can ask you for more information within 14 days. They are allowed to ask for:

- a copy of the birth certificate
- a declaration of the place and date of birth (if the birth has not been registered yet)
- the name and address of your partner's employer or a declaration that your partner has no employer

You must provide this information within 14 days of being asked for it.

Shared Parental Pay

ShPP is paid at the rate of £187.18 a week or 90% of your average weekly earnings, whichever is lower.

This is the same as [Statutory Maternity Pay \(SMP\)](#), except that during the first 6 weeks SMP is paid at 90% of whatever you earn (with no maximum) – so you are usually better off on SMP to begin with.

Keeping in Touch[★] Days

What Are Keeping in Touch Days? KiT Days are a practical provision that allows parents to maintain a connection with their workplace while on maternity or shared parental leave. You have the opportunity to take up to 10 KiT Days during your maternity leave period (or up to 20 days if you're on Shared Parental Leave).

You don't have to work a full day; It's expected (& considered best practice) that even a few hours can be counted a full days' pay. You will be paid on your usual months' pay day meaning they can be a much needed income boost during your leave. It is recommended to agree this in advance with your employer to save any disputes later on. Download our free KiT Days – Employer Guidance Note if you need help with those conversations.

The Many Uses of KiT Days: You can use them for various purposes:

- 1. Skill Maintenance:** KiT Days are an excellent tool for keeping your professional skills polished. You can use them to attend training sessions, conferences, or workshops to stay updated in your field.
- 2. Team Interaction:** KiT Days offer a chance to touch base with your colleagues and keep informed about company developments, projects, and changes.
- 3. Transitioning Back to Work:** KiT Days can be helpful if you plan to ease back into your job. You might work a few days a week before resuming full-time work.
- 4. Project Involvement:** For those who thrive on certain projects, you can use KiT Days to stay engaged in those projects, ensuring a smoother return to work.
- 5. Mental and Social Engagement:** Staying in the loop can also be a mental and social lifeline, helping you feel connected to the world you knew before becoming a parent.

Remember KiT days are voluntary so you cannot be forced to work them. Keep an up to date record of the days you do work as most companies won't have an official system to keep track of them. Your employer also needs to report these days with HMRC.

KiT days can be a fantastic way to maintain a connection with your workplace, earn a bit extra and ease your transition when returning to work.

Coping with baby loss

& YOUR RIGHTS

It truly breaks my heart that we find ourselves delving into this chapter. But in moments of profound vulnerability, it becomes crucial to shed light on your rights and the support available. You're not alone, and understanding these options, I hope, can offer a gentle source of support during these incredibly difficult times.

In the UK, there are legal rights and provisions in place to support parents who experience baby loss:

Miscarriage – If your baby is stillborn before the end of the 24th week of pregnancy it is treated as a miscarriage. Unfortunately you do not qualify for maternity leave or pay if you have a miscarriage.

An employer should still consider offering time off during what can be an extremely difficult time. Some employers may offer a specific pregnancy loss period of leave otherwise you can ask them if they will provide compassionate leave. If you need additional time you can use annual leave or agree a period of unpaid leave. You are entitled to sick leave if you are not well enough to work as a result of this & it would be useful to speak with your GP who can certify your sickness absence as pregnancy related & protect you from any potential disciplinary/redundancy risks.

Baby Loss Certificate – From 22 February 2024, the Government launched a baby loss certificate service for parents who have lost a baby before 24 weeks of pregnancy. Parents who have experienced this devastating loss can now apply for a certificate to formally recognise their grief & loss. It is a choice as to whether to wish to apply for one or not.

Stillbirth – A stillbirth certificate will be issued where a medical professional estimates that pregnancy lasted for a full 24 weeks. In this instance you are entitled to maternity/paternity leave and pay assuming you meet the standard eligibility criteria. Your maternity leave will start the day after your baby was stillborn.

Neonatal Death – If your baby died within the first 28 days of life this is considered a neonatal death. If your baby was born alive but did not survive, you are entitled to maternity/paternity leave and pay that you qualify for. You should also qualify for 2 weeks of parental bereavement leave/pay after your maternity/paternity leave.

Before you return to work; Speak with your employer about anything that concerns you (you may wish for your period of absence to be referred to as something other than “maternity leave” or you may wish for colleagues to reach out or not reach out). There’s no right or wrong as to what can be done to help you feel better supported.

Coping with baby loss

& YOUR RIGHTS

Coping with baby loss is a unique journey for each individual or couple. Seek support from professionals or support groups if you feel it would help you navigate this difficult time. Remember that there is no "right" way to grieve, and it is a deeply personal process.

Support & charities:

When coping with the loss of a baby you are not alone. Support is available and there are some incredible charitable organisations that can offer guidance at this difficult time.

- **SANDS**

SANDS offers support and a safe space for those grieving the loss of a baby. Services include a free helpline, support groups and support chats, allowing those coming to terms with the loss of a child a variety of avenues for accessing support. Services are offered to parents, siblings, grandparents, friends and NHS professionals.

<https://www.sands.org.uk/>

- **Petals**

Petals offers professional counselling services for those that have experienced miscarriage, stillbirth, TMFR, neonatal death, and pregnancy after the loss of a child. The counselling services available have been designed specifically to meet the needs of those grappling with the loss of a child and complications during pregnancy.

<https://www.petalscharity.org/>

- **SLOW**

Offering services for parents and siblings that have experienced the devastating loss of a child, SLOW provides access to support groups and spaces to meet other parents and siblings grieving the loss of a child. The charity operates in and around London, as well as over Zoom.

<https://slowgroup.co.uk/>

- **Tommy's**

Providing support and information for those navigating this difficult time, Tommy's is working to spread awareness about miscarriage and baby loss. The organisation offers practical guidance for those that have lost a child, and support for parents, carers and family that are grieving the loss of a child.

<https://www.tommys.org/>

Protecting Your Pension

Thousands of British women could be missing significant sums from their pension due to a "common error" made by their employers while on maternity leave. Sky News and Nugget Savings have highlighted how pension mispayments can exacerbate the gender pension gap, leaving women at a long-term financial disadvantage.

Understanding Your Pension Rights on Maternity Leave

When you take maternity leave, your employer is legally required to continue making pension contributions based on your full salary—not your reduced maternity pay - during your first 26 weeks of leave (known as the period of Ordinary Maternity Leave). However, many women have discovered that their contributions were wrongly adjusted to match their lower income, leading to shortfalls that can compound over time due to lost interest.

Why This Matters

A small pension shortfall now can have significant long-term consequences. The gender pension gap already means that the average woman retires with a pension pot 55% smaller than the average man's. Missing employer contributions and the subsequent loss of compound growth further widen this divide, potentially leaving women with less financial security in retirement.

What You Can Do

1. **Check Your Payslips and Pension Statements** – review your pension contributions before, during, and after maternity leave. Compare these with your expected employer contributions based on your full salary.
2. **Raise Concerns with Your Employer** – If you spot discrepancies, contact HR or payroll immediately. Request a breakdown of how your pension contributions were calculated.
3. **Refer to Workplace Policies and Legal Protections** – Employers are legally required to maintain pension contributions based on your pre-maternity salary. If they refuse to correct an error, seek advice from your union, a financial advisor, or an employment lawyer.
4. **Act Quickly** – Some women have faced pushback from employers claiming too much time had passed to correct the error. Addressing issues early can increase the likelihood of resolution.

Returning to Work



The journey back to the workplace after a period of parental leave is both an exciting and challenging time. Your career meets your role as a parent and navigating this transition is a balancing act. Not to mention your little one finding their feet with childcare and bringing home all the new bugs for you to contend with!

Rights of Return

You're entitled to return to the same job after maternity leave if you've been away 26 weeks or less. Your pay and conditions must be the same as or better than if you hadn't gone on maternity leave. If you return to work after more than 26 weeks' maternity leave you are still entitled to return to exactly the same job on the same terms and conditions as you were doing immediately before your maternity leave. However, if your employer can show that it is not reasonably practicable for you to return to the same job, you are entitled to be offered a suitable alternative job on similar terms and conditions.

Agreeing your Date

Your employer will assume you are taking the full 52 weeks off. A lot can happen while you're on maternity leave and you have the right to change your mind about the end of your leave but as previously you must give your employer 8 weeks' notice if you want to return later or earlier. Remember you can agree your official return date but then use your accrued annual leave to have more time off (paid!) before you physically return to work. You can also use your annual leave to phase in your return such as booking in half days or shortening your working week.



Flexible Working

The right to request flexible working is a legal right which applies to all employees from day 1 of their employment. You are able to submit 2 flexible working requests per year. Take this time to consider if you want to change your working pattern, such as requesting part-time hours or flexible working arrangements.

If you wish to change or reduce your working hours on your return to work, you can make a statutory flexible working request. You can find a free Gov template letter online or use the one available from our website. If you go down this route your employer will have to respond to your request within 2 months.

You do not have a right to change your hours but if an employer unreasonably turns you down then you should consider whether you are being treated unfavourably/discriminated against.

Note where you have a good working relationship with your manager, it would be advisable to deal with your request informally first by simply having a chat to ascertain what the possibilities might be.

Returning to Work



Types of Flexible Working as defined on the Government website:

Job sharing

Two people do one job and split the hours. This can work well if you want to return on say a 2 or 3 day week.

Remote working and working from home

Working from anywhere other than the employee's usual workplace. It can include working from home.

Hybrid working

A combination of working remotely and working in the employee's usual workplace. This is pretty popular at the moment.

Part time

Working less than full-time hours (usually by working fewer days).

Compressed hours

Working full-time hours but over fewer days - for example a 9-day fortnight. This can be an effective way of keeping your pay at the same level but can mean longer/more intense days.

Flexitime

The employee chooses when to start and end work (within agreed limits) but works certain 'core hours', for example 10am to 4pm every day.

Annualised hours

The employee has to work a certain number of hours over the year but they have some flexibility about when they work. There are sometimes 'core hours' which the employee regularly works each week, and they work the rest of their hours flexibly or when there's extra demand at work.

Staggered hours

The employee has different start, finish and break times from other workers.

Phased retirement

Default [retirement age](#) has been phased out and older workers can choose when they want to retire. This means they can reduce their hours and work part time.

Returning to Work

Breastfeeding at Work

Unfortunately there is no specific legislation to protect breastfeeding breaks at work. However, breastfeeding mothers have some legal protection under current H&S and sex discrimination laws.

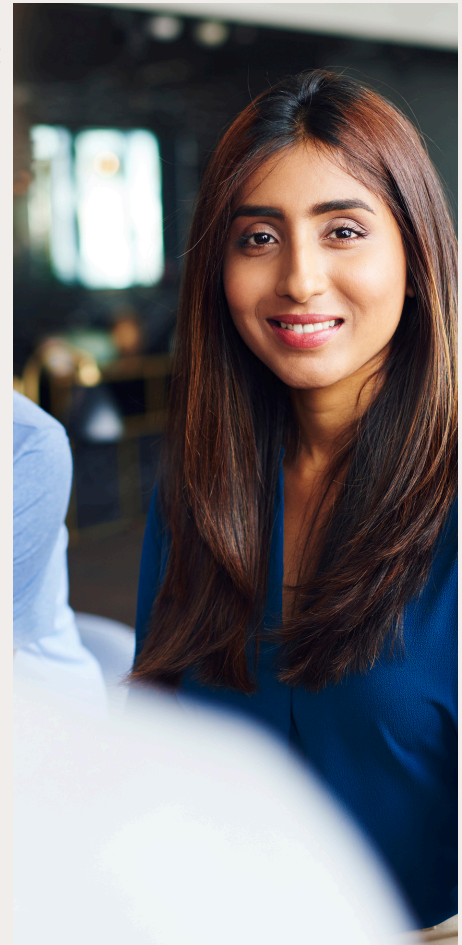
Employers have legal obligations to provide:

- Health and safety protection
- Flexible working hours and protection from indirect sex discrimination
- Rest facilities
- Protection from harassment

Let your employer know if you intend to pump at work. Guidance based on recent case law advises that you should have access to a private, clean, lockable -not a toilet- room with a fridge & a place to lie down. This must be made available to you at any time you need to use it.

Feel free to download our employer guidance around Parent Room requirements should you wish to present them with this.

Seeing as employers are legally required to carry out a H&S risk assessment upon your return to work you can explain to them that being able to pump regularly will reduce your risk of developing mastitis.



Settling in Period

You may find that no sooner then you start work, you are off battling back-to-back viruses and bugs your little one has brought home from childcare. You may be dealing with a sick child & trying to balance work, or sick yourself. This is really difficult and can feel relentless. If you are ill then you should take sick leave as you would normally, if not then some of your options are:

- **Statutory time off work to care for a dependent:** As a working parent you have the right to take reasonable time off to deal with a domestic emergency, which includes when your child is ill and you need time to make alternative arrangements for their care. Around a quarter of working parents use this right each year. Your employer may pay you but they don't have to.
- **Paid compassionate or carers' leave:** Some employers provide paid compassionate or carers' leave. This is usually around five days per year. Check your employment contract or ask your HR department if you are entitled to this.
- **Flexible working:** Being able to flex your working day can be an amazing tool for parents. However it can also lead to overwhelm if you end up having to catch up on work throughout the night. Consider if you're able to manage everything on your plate with flexing your day or whether you need to take any of the above options.

Returning to Work



Parental Leave

Parental leave is a statutory entitlement and was introduced to give parents the right to take unpaid time off work to look after their child. Parents can use it to spend more time with children and strike a better balance between their work and family commitments.

Parental leave is usually unpaid (you should check with your employer to understand otherwise). You're entitled to 18 weeks leave for each child up to their 18th birthday. The limit on how much parental leave each parent can take in a year is 4 weeks for each child (unless the employer agrees otherwise).

You must take parental leave as whole weeks rather than individual days, unless your employer agrees otherwise or if your child is disabled.

To be eligible for parental leave you must:

- Be an employee;
- Have or expect to have parental responsibility for a child under 18

To request Parental Leave you must notify your employer of your intention to take parental leave at least 21 days in advance.

It is advisable to include the start and the end dates on which you wish to take the leave and set out your request in writing.



Returning to work can be a disorientating and overwhelming experience and it is necessary to allow yourself to recognise and process these emotions in a way that works for you. Communicating with your employer about what you are experiencing and any adjustments you may need during this time is an important part in creating a positive and productive back to work experience for everyone involved.

If there are any buddy, mentors or peer networks at your company sign yourself up as this can be a really useful resource for you to manage the first few months especially.

We've created a checklist available for free download from our website which can help deal with some of the practicalities for you and your employer so you can spend your time and energy solely on settling back in.

Childcare Options

As a working parent, one of the primary considerations you face is finding reliable, safe and nurturing childcare for your child while you are at work. In the UK, due to extensive waiting lists, it is recommended you begin your search during your second trimester, especially for nurseries. It's not unusual to have to sign-up to a nursery when you are mid-pregnancy.

There are several types of childcare available, each with its unique benefits and considerations:

- 1. Nurseries:** Nurseries are formal childcare settings that provide early education and socialisation for children. They are typically run by professionals and regulated by governing bodies to ensure safety and quality care.
- 2. Childminders:** Childminders offer childcare services in their own homes. They provide a home-like environment and can often offer more personalised care to a smaller number of children.
- 3. Family Members:** Some working parents turn to trusted family members, such as grandparents or aunts and uncles to provide childcare. This can be a comforting and cost-effective option.
- 4. Nanny Services:** Hiring a nanny provides one-on-one care in your own home. It allows for a more personalised approach to childcare but will likely be the most expensive option.

Here are some tips to help you make the best choice:

- 1. Research:** Thoroughly research your options. Visit nurseries, meet childminders, or interview potential nannies. Ask about their qualifications, routines and settling in periods particularly if you have a more sensitive little one.
- 2. Check References:** Ask for references from other parents who have used the childcare services you're considering. Hearing about their experiences can provide valuable insights and help you make a decision.
- 3. Visit in Person:** When possible, visit the childcare setting in person. This will help you assess the environment, meet the caregivers, and ensure it's a safe and nurturing space for your child.
- 4. Consider Your Child's Needs:** Think about your child's personality, needs, and preferences. Choose childcare that aligns with your child's comfort and well-being and make an allowance for a settling in period for your little one.
- 5. Review Contracts:** If you choose a formal childcare setting, review contracts and agreements carefully. Ensure you are comfortable with the terms and conditions.



Financial Support

It is no secret that childcare services can be costly. It is worth looking at all options available to you, including a combination approach and weighing up income over costs. There are new government schemes in place to help pay for childcare costs including a new scheme in England which will start to help with providing 30 free childcare hours from 9 months old.

You may be able to get help paying for childcare if it's provided by a:

- registered childminder, nanny, playscheme, nursery or club
- childminder or nanny with a registered childminder agency or childcare agency
- registered school
- home care worker working for a registered home care agency

This is known as 'approved childcare'.

You might also be able to apply for:

- [Tax-Free Childcare](#) - Martin Lewis estimates that 800k parents aren't aware of this given the misleading name so look into this as you can get up to £2k per year towards your nursery costs.
- [Tax credits](#)
- [Universal Credit](#)

Check the government website for the latest updates on childcare support.

The decision about childcare is a deeply personal one and there is no one-size-fits-all solution. Consider what works best for your family's needs and aligns with your parenting values. Remember, the right childcare can provide a safe, nurturing, and stimulating environment for your child, supporting both their development and your career.

Work-Life Balance

Balancing your professional and family life can be a challenging but rewarding endeavour. Here are some practical tips that we often refer to ourselves to help find some equilibrium between it all.

- 1. Set Boundaries:** Clearly define your work hours and personal time. Ensure that you allocate time for your family, self-care and relaxation (I know it's hard but your body will thank you!).
- 2. Prioritise:** Identify your priorities, both at work and in your personal life. Focus on what truly matters to you and your family. During these short first few years you may need to let go of the less-important.
- 3. Time Management:** Efficiently manage your time by creating schedules and to-do lists. Use tools and apps to help organise your tasks and responsibilities and to save storing it all in your head.
- 4. Delegate:** Don't hesitate to delegate tasks at work or home. Share responsibilities with your partner, family members, or colleagues where possible. It's a sign of strength to ask for help!
- 5. Self-Care:** Make time for self-care activities that rejuvenate you. Whether it's exercise, meditation, or hobbies, prioritise activities that bring you joy and relaxation.

Strategies for Reducing Stress

Stress can be an unwelcome companion in a busy life. To reduce stress and maintain your well-being, consider these strategies:

- 1. Recognise Stressors:** Identify the sources of your stress, whether they are work-related or personal. Understanding these stressors is the first step to managing them effectively.
- 2. Seek Support:** Lean on your support network. Share your concerns with family, friends, or support groups. Talking about your challenges can provide valuable perspectives and comfort.
- 3. Practice Mindfulness:** Mindfulness and meditation techniques can help you stay grounded and manage stress. Take moments to centre yourself during the day.
- 4. Limit Overcommitment:** Avoid overcommitting to work or personal obligations. Learn to say no when necessary and maintain a manageable workload.

References & Support

Throughout this guidebook, we've cited information from trusted sources, including government websites and reputable charities & organisations.

This guidebook was last updated in April 2025, ensuring that the information and references provided are current and accurate as at this date.

However, we understand that questions may arise or that you might come across any errors or omissions. If you have any enquiries or spot any information that needs clarification or improvement, please don't hesitate to contact us at info@maternitymentor.co.uk with your input and we'll do our best to assist you.

To ensure you receive the support you need, we've left space in this section for various charities and support groups that can provide valuable assistance.

Maternity Action

For information on maternity and parental rights at work and benefits, see: www.maternityaction.org.uk

Maternity Rights Advice Line:

Nationwide (except London) – 0808 802 0029

London (if you live or work in a London borough) – 0808 802 0057

ACAS

For advice on employment rights or for Early Conciliation if you are thinking of making a tribunal claim

www.acas.org.uk

Helpline: 0300 123 11 00 (offers telephone. interpreting service)

Citizens Advice

For information about your rights see: www.citizensadvice.org.uk

You can telephone the national Citizens Advice phone service on 03444 111 444

You can get help with Universal Credit claims through the free national Help to Claim service: England:

[0800 144 8444](tel:08001448444), Wales: [0800 024 1220](tel:08000241220), Scotland: [0800 023 2581](tel:08000232581)

References & Support

Civil Legal Advice

If you are eligible for legal aid you can get free legal advice on 0345 345 4 345 (offers translation service). To check your eligibility see www.gov.uk/civil-legal-advice

To search for specialist legal advisers or solicitors in your area see: <https://find-legal-advice.justice.gov.uk/>

Equality Advisory Support Service

Help and advice on discrimination and human rights www.equalityadvisoryservice.com

Helpline: 0808 800 0082 Mon – Fri 9am – 7pm, Sat 10am – 2pm

Textphone: 0808 800 0084

Equalities and Human Rights Commission (EHRC)

For information and advice about discrimination law www.equalityhumanrights.com

For information for employees and employers about pregnancy and maternity rights in the workplace see: www.equalityhumanrights.com/about-us/our-work/key-projects/managing-pregnancy-and-maternity-workplace

GOV.UK

The government's online information service www.gov.uk

Jobcentre Plus

To make new telephone benefit claims or request claim forms, including Maternity Allowance and Sure Start Maternity Grant: 0800 055 6688 Mon – Fri 8am – 6pm

For ESA/JSA/Income Support claims: 0800 169 0310 Mon – Fri 8am – 6pm

For Maternity Allowance claims: 0800 169 0283 Mon – Fri 8am – 6pm

For Sure Start Maternity Grant claims: 0800 169 0140 Mon – Fri 8am – 6pm/For Best Start Grant claims in Scotland: 0800 182 2222

Universal Credit helpline – for new claims and existing online claims: 0800 328 5644. Mon – Fri 8am – 6pm

For help with claiming Universal Credit see: www.gov.uk/universal-credit

There are lots of voluntary organisations that are happy to help with claiming Benefits:

- Some local authorities have welfare rights officers – phone your social services department and ask.
- Some voluntary organisations give information and advice on benefits and rights at work – try [Gingerbread](#) and [Working Families](#).
- For advice on your rights at work, call [ACAS](#) on 0300 123 1100.
- If you're 19 or under, you can get advice on work from the National Careers Service on 0800 100 900.

References & Support

HM Revenue & Customs (HMRC)

Tax Credit Helpline: 0345 300 3900 Mon – Fri 8am–8pm, Sat 8am–4pm, Sun 9am –5pm

Child Benefit: 0300 200 3100 Mon – Fri 8am–8pm, Sat 8am– 4pm

For queries about Statutory Maternity Pay, Adoption Pay, Paternity Pay and Shared Parental Pay:

Employees helpline 0300 200 3500

Employers helpline 0300 200 3200

HMRC Statutory Payments Disputes Team

If you cannot resolve a dispute about your SMP, you can ask HMRC for a formal decision on your entitlement. You can also ask HMRC to pay your SMP if your employer has refused to pay, has dismissed you to avoid paying SMP or has gone into liquidation. This includes disputes about Statutory Maternity Pay/Adoption Pay/Paternity Pay/Shared Parental Pay/Parental Bereavement Pay or Statutory Sick Pay
See: <https://www.gov.uk/guidance/statutory-pay-entitlement-how-to-deal-with-disagreements>
Telephone: 0300 322 9422

Insolvency Service Helpline

You can currently only contact the Insolvency Service online.

For what you can claim if your employer goes out of business, see: <https://www.gov.uk/your-rights-if-your-employer-is-insolvent>

Law Centres Network

To find out if there is a Law Centre in your area telephone 020 3637 1330 or see: www.lawcentres.org.uk/

Turn2us

Online benefits calculator and grant search www.turn2us.org.uk

References & Support

There are a number of national support groups that you can contact for advice. You can also use them to attend events with other parents affected by postnatal depression. These groups include:

- **Association for Post Natal Illness (APNI)** – helpline on 020 7386 0868 (10am to 2pm, Monday to Friday) or email info@apni.org
- **Pre and Postnatal Depression Advice and Support (PANDAS)** – helpline on 0808 196 1776 (11am to 10pm every day) or email info@pandasfoundation.org.uk
- **NCT** – helpline on 0300 330 0700 (9am to 5pm, Monday to Friday)
- **Mind**, the mental health charity – infoline on 0300 123 3393 (9am to 6pm, Monday to Friday) or email info@mind.org.uk

You can also search for local support groups and find details of national telephone or email support lines on the **Maternal Mental Health Alliance website**.

Financial Tools and Guidance

- Money Helper – This free to use site offers a baby cost calculator and budget planning tools and advice on how to effectively manage your finances with the arrival of a new addition to the family. <https://www.moneyhelper.org.uk/en/family-and-care/becoming-a-parent/sorting-out-your-money-when-youre-pregnant>
- Banking Institutions – Many banks offer financial planning services and tools for new parents. Barclays Bank, for example, offers guidance and materials on creating a financial plan and investing to better manage money after the birth of a child. <https://www.barclays.co.uk/journal/financial-planning-for-new-parents/>

Meet The Team



Natasha Kitson

Founder of Maternity Mentor

Creator of this Guidebook & a dedicated parent, Natasha recognises the need for a clear and concise resource to empower others on their parenting journey. This Guidebook was drafted whilst on maternity leave & has continued to grow throughout her return to corporate.



Olivia Hinge

Collaboration Partner

Qualified hospital Location Consultant, Midwife and mother of three. Olivia's mission is to support families to make informed decisions around how they feed their baby. In a way that works for them as a family, based on facts and dispelling myths.



Lucy Bagwell

Collaboration Partner

Founder of Second Star to the Right, a certified holistic sleep consultant living in London, and mother to two little boys. Lucy's mission is to normalise what infant sleep actually looks like, provide practical and helpful information to optimise it to it's fullest, and to empower you as their parents to trust in yourself and reinstate you as the experts on your children.

MATERNITY MENTOR PRODUCT CATALOGUE

New Collection | 2024



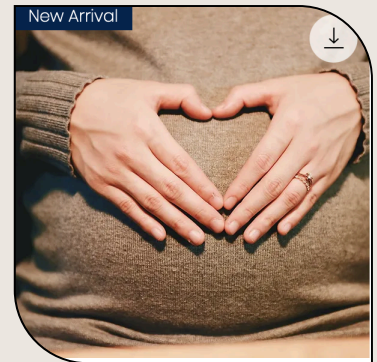
PARENTPREP TOOLKIT
£0.00

Our 3 step toolkit to help prepare you for your period of parental leave



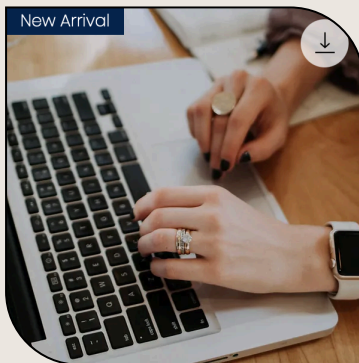
FROM POLICY TO REALITY
£0.00

Our report detailing the findings and failings of the parental leave system



PREGNANCY NOTIFICATION
£0.00

A template letter to inform your employer of your pregnancy



KIT GUIDANCE
£0.00

A guidance note for employers explaining KiT days and best practice recommendations around pay



AIN'T NO HOOD
£19.50

Ain't no hood like motherhood t-shirt



MY BOOBS
£21.50

My boobs, my business t-shirt



Maternity Mentor

INFO@MATERNITYMENTOR.CO.UK
WWW.MATERNITYMENTOR.CO.UK

