

Family Friendly Policies

- Do you need to take time off work to deal with an emergency involving someone who depends on you? In certain circumstances you will be allowed to take time off work without being penalised by your employer.
- Did you know that the right to take time off for a family emergency in certain circumstances applies to not only children but other people living with you?
- Do you need to change your working hours to accommodate the needs of your family? This may be possible. You could apply for flexible working. Did you know, you can make an application in respect of a child or an adult in need of care.
- Are you pregnant? Are you unsure of your employment rights? You have many rights when you are pregnant, including the right to take time off for antenatal care and you have the right not to be discriminated against just because you are pregnant.
- Do you qualify for statutory maternity pay? If so, how long will you receive this payment? If not, what other payments could you be entitled to receive?
- How are your rights affected if you take additional maternity leave?
- What are your rights if you are made redundant whilst on maternity leave? You have the right to be offered any suitable alternative employment.
- Did you know that you may qualify to take time off in relation to parental leave? This may be of benefit to you if you are not able to make child care arrangements for the long summer holiday.
- What are a father's rights to paternity leave? Do you have the right to paid paternity leave? If so, how much can you receive. If you are a new Dad, it is natural you may want to spend time with your new addition, we can advise you on your rights.
- Have you recently adopted a child or are you thinking of doing so? What are your rights?

For answers and support call the Employment team on 01159 888 777

The information provided above is not intended to be a comprehensive answer to the various problems which can arise. Each situation must be considered on its merits, taking into account all of the relevant circumstances. You are therefore advised no to take any action solely on the basis of the general guidance contained in this note, without first taking detailed legal advice. Fraser Brown will not accept liability for any loss arising out of this guidance note where you have not taken such advice.

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