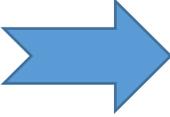
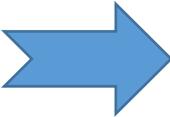
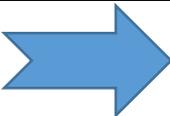
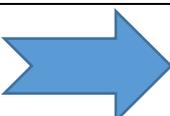
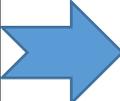
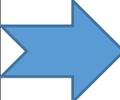
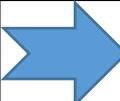


Summary of Family Friendly (Current and Incoming)			
	CURRENT RIGHTS		SUMMER 2020
			Possibly July
Maternity leave	26 weeks; 6 weeks paid at 100% by employer		<u>52 weeks</u> of PARENTAL leave for all parents; 6 weeks paid at 100% by employer; Can be taken in up to 3 blocks during a 2 year period;
Parental Leave	26 weeks; 2 weeks paid at 100% by employer; can be taken in 3 blocks		<u>52 weeks</u> of PARENTAL leave for all parents; 6 weeks paid at 100% by employer; Can be taken in up to 3 blocks during a 2 year period;
Adoption Leave	Paid and unpaid leave as for maternity and parental leave		<u>52 weeks</u> of PARENTAL leave for all parents; 6 weeks paid at 100% by employer; Can be taken in up to 3 blocks during a 2 year period;
Surrogacy Leave	No rights to leave for intended surrogate parents		<u>52 weeks</u> of PARENTAL leave for all parents; 6 weeks paid at 100% by employer; Can be taken in up to 3 blocks during a 2 year period;

Summary of Family Friendly (Current and Incoming)			
	CURRENT RIGHTS		SUMMER 2020
			Possibly July
Antenatal Care - Surrogate Parents	No rights to time off to attend appointments.		Unlimited attendance at appointment 10 hours (only) are to be paid by employer -
Appointments for Adoptive Parents	No rights to time off to attend appointments.		Unlimited attendance at appointment 10 hours (only) are to be paid by employer -
Breastfeeding breaks	currently no rights in place		Right to request a temporary variation to terms and conditions
Breastfeeding facilities	currently no rights in place		Employers will need to take reasonable steps to provide workplace facilities
Health and Safety paid absence	currently no rights in place		Right to paid absence if risk assessment prevents a pregnant of breastfeeding employee from carrying out her normal job and no different duties can be allocated.