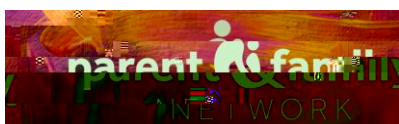


know what the general UoR guidance is around the return to work and who to go for support or any requirements for flexibility etc.."

"Clarity needed on the fund for return to work: Is it given for all staff or just academic staff? What can it be used for? How do you access it?"

Quite a few respondents reported knowing there was a return to work fund to aid their transition back to the workplace but not knowing if it applied to them (especially non-academic roles), how to access this, what they could use it for or whether it had been spent by their



4. Breastfeeding

“It would be good to have a formal policy around breaks, working from home to facilitate breastfeeding and expressing”.

48% of those returning from maternity leave reported they were still breastfeeding upon their return to work. 33% of these respondents still breastfeeding informed their line manager they were breastfeeding. Of those who did not inform their line manager the most common reason was they did not think their line manager needed to know (reported by 63%), whilst 19% felt uncomfortable and 19% did not know the procedure. For some return to work was not an issue

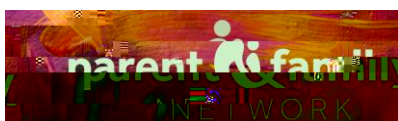
5. Return to Work Support

Overall 46% of those returning from maternity leave were completely or mostly satisfied with their return to work, 64% of those returning from SPL and 67% returning from child birth support. However, fewer were satisfied with the support they received, with 38% of those returning from maternity leave, 46% from SPL and 33% returning from child birth support completely or mostly satisfied with the support on their return to work.

"I have a very supportive line manager which has made my transition easy but there hasn't been any formal support / anything that felt like supportive University processes (other than the right to request flexible working) more just individual good will and understanding"

There were some reports of very supportive and helpful line managers who made the difference. 75% felt very or fairly well supported by their line manager, 85% by their co-workers but fewer (56%) felt supported by the University. 70% heard from their line manager whilst they were on leave. More respondents (54%) found the transition back to work difficult (very, mostly or somewhat) than easy (very, mostly or somewhat). Some individuals felt there was no preparation or planning for their return to work. The majority had a meeting to discuss their return to work (40% had a meeting before they went on leave, 42% whilst they were leave and 45% upon their return) but 13% said their line manager did not discuss their return to work. There was one report of not having a return to work meeting until 4 months after their return, despite asking for meetings and one respondent reported that required adaptations were not actioned until after they returned to work delaying their return to the office.

"Having a mentor or a network of people to talk to about returning to work would have been



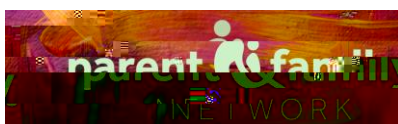
such funds were available. Respondents felt that

“For clarity and avoidance of doubt about using parental, sick or compassionate leave, the University should build in provisions for leave when things go wrong.”

Several comments related to work interruptions of children being sick, which is common when children start nursery, and puts added pressure on return to work and catching up. Respondents were unsure what the guidance and policies were around this situation, and if there were any provisions for this situation.

“I think the University should not wait for the neonatal bill to go through but set an example and offer the extra paid leave to parents of premature and sick children. As a result of my son's birth my partners company changed their maternity and paternity policies completely to provide more paid leave.”

Some comments also relate to sick and premature babies and that this should be taken into account in parental leave policies, particularly relating to the neonatal bill. This is particularly



The was a minor complaint relating to parking permits which have to be returned to stop being charged