

## Appendix B: Summary of LAIN Childcare Support

### Color Legend

Offered by organisation

Informal arrangement

The information below was provided by a selection of members as part of the process for developing and prioritising recommendations to support LAIN's potential and existing workforces with childcare issues.

Parental benefits and support currently offered by LAIN organisations to their employees											
Type of Support	Uni of London	TfL	NHS (GSTT) <sup>1</sup>	GLA	Fire Brigade	Thames Water	Met Police	Camden Council	LCCI	King's College	BBK, UoL
<b>Flexible Working</b>											
Everyone can work flexibly								Work in progress			
Case by case flexibility or flexible with exclusions for certain roles											
Employees can request flexible working from Day 1 (ahead of new legislation) <sup>2</sup>		Work in progress	Work in progress	Work in progress	Work in progress	Manager's discretion <sup>3</sup>					
Career pathways that are specifically part-time											
<b>Financial Support</b>											
Childcare vouchers (not open to new applicants)											
Childcare allowance (direct contributions for staff of certain grades or roles)	SOAS									Parents and Carers Fund	
Interest-free childcare deposit loan scheme											
Keep in touch days (during maternity/adoption leave)											
1-2-1 financial advice	Via EAP	Via EAP and other services	Via EAP	Via EAP		Via EAP		Dedicated service + EAP	Via EAP	Via EAP	Via EAP
Discounts with holiday club providers											

<sup>1</sup> St Guy's and St Thomas' Foundation Trust (GSTT) has been used as a case study for the purposes of this document.

<sup>2</sup> As part of new government plans for 2023 to make flexible working the default, employees will be able to request flexible working from day one of their employment. Currently, employees must have worked for the same employer for at least 26 weeks to be eligible.

<sup>3</sup> Thames Water allows a discussion between the new employee and the manager to decide the viability of this from Day 1. If agreed, flexible working can begin ahead of probation and a regular review takes place to ensure it is working for both the employee and manager.

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Discounts with early years education providers			Via Salary Sacrifice <sup>4</sup>							Busy Bees	
Annual leave trade in (that can be put towards childcare costs)											
Discounts for shops and services (for all staff)											
<b>Parental Leave</b>											
<i>Pre-pregnancy</i>											
Fertility treatment		Work in progress	Paid via 'special leave'	Work in progress	Paid	Paid <sup>5</sup>	Paid	Unpaid		Paid	
<i>During pregnancy</i>											
Antenatal appointments (paid time off) <sup>6</sup>											
Partner leave for 2 antenatal appointments <sup>7</sup>	Paid	Paid		Unpaid	Paid	Unpaid					Paid
Premature birth or neo-natal leave		Paid	Paid	Paid	Paid	Paid		Paid		Paid	
<i>Post-partum / Year 1 of child's life</i>											
Statutory maternity pay (SMP) only <sup>8</sup>											
Enhanced maternity pay <sup>9</sup> (up to 39 weeks):									Work in progress		
<ul style="list-style-type: none"> <li>Paid at 90% or 100% of salary</li> </ul>	16 weeks <sup>10</sup>	26 weeks	8 weeks	29 weeks <sup>11</sup>	15 weeks	26 weeks	26 weeks	28 weeks		18 weeks	26 weeks
<ul style="list-style-type: none"> <li>Further extension at ≥ 50% pay</li> </ul>	10 weeks		18 weeks		24 weeks	13 weeks					

<sup>4</sup> NHS staff have additionally accessed discounts for providers who have benefitted from apprenticeship levy transfer from GSTT.

<sup>5</sup> Upto 5 days' paid leave is additionally provided by Thames Water to the partner to undertake or support treatment.

<sup>6</sup> Employees and qualifying agency workers have the right to reasonable paid time off work for antenatal appointments, which includes the time spent travelling to an appointment and waiting.

<sup>7</sup> Employees and qualifying agency workers are entitled to unpaid time off to accompany an expectant mother to upto two antenatal appointments, capped at 6.5 hours/appointment.

<sup>8</sup> Employees have the right to take up to 52 weeks' leave and statutory maternity pay (SMP) is paid for up to 39 weeks, usually as follows: 90% of the employee's average weekly earnings (AWE) (before tax) for the first six weeks; £172.48 or 90% of AWE (whichever is lower) for the remaining 33 weeks. Employees must meet some basic requirements, including having 26 weeks of continuous service.

<sup>9</sup> For the majority of LAIN members, employees are entitled to enhanced maternity pay subject to their length of service (continuous employment) and employment status.

<sup>10</sup> The University of London provides 4 weeks additional payment upon return (1 week extra per month across 4 months)

<sup>11</sup> The GLA has multiple options for enhanced maternity pay, dependent on length of continuous service. Scheme A has been used for the purposes of this table.

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<ul style="list-style-type: none"> <li>Remaining no. of weeks at statutory</li> </ul>	13 weeks	13 weeks	13 weeks	10 weeks			13 weeks	11 weeks		21 weeks	13 weeks
<ul style="list-style-type: none"> <li>Day 1 right to enhanced maternity pay<sup>12</sup></li> </ul>											
Adoption leave policy in place and aligned to maternity offer											
Statutory paternity leave and pay <sup>13</sup> only											
Enhanced paternity pay and leave:									Work in progress		
<ul style="list-style-type: none"> <li>Paid at 90% or 100% of salary</li> </ul>	4 weeks	2 weeks	2 weeks	2 weeks		4 weeks	1 or 3 weeks <sup>14</sup>			2 weeks	2 weeks
<ul style="list-style-type: none"> <li>Extension unpaid</li> </ul>		TBC				2 weeks					
<i>Child's life up to 18 years</i>											
Statutory parental leave <sup>15</sup> only (unpaid)											
Enhanced parental leave									Work in progress		
<ul style="list-style-type: none"> <li>100% paid (annually)</li> </ul>				2.5 days <sup>16</sup>		5 days					TBC
Paid dependency leave (annual emergency time off)	5 days	5 days	6 days	10 days	Case by case	5 days	TBC	5 days	Work in progress		
Child with disability parental leave (paid, additional to dependency leave)								10 days			
Leave for foster carers (paid)		Yes, in the case of 'Foster to Adopt'	Yes, in the case of 'Foster to Adopt'	Yes, in the case of 'Foster to Adopt'		15 days		9 days			
Enhanced parental bereavement leave pay		10 days		10 days	10 days	10 days	TBC	TBC	5 days (under review)		10 days

<sup>12</sup> Employees must meet length of service requirements for statutory maternity pay to access this benefit, being: 26 weeks' of service from their start date to any day in the 'qualifying week' (15 weeks' before the expected week of childbirth) or matching week in the case of adoption.

<sup>13</sup> Either one week or two consecutive weeks' leave within 56 days of a child's birth or placement for adoption.

<sup>14</sup> Officers' paternity leave is capped at 1 week at full pay with the second at statutory pay, as current regulations do not allow an extension. Remaining staff are entitled to 3 weeks' full pay.

<sup>15</sup> Employees are entitled to 18 weeks' unpaid leave for each child and adopted 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).

<sup>16</sup> Up to 10 days total over 4 years.

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<b>Pastoral Support</b>											
Parental benefits information accessible externally (to prospective employees)		Not in detail	Not in detail		Not in detail						
Parental benefits information easily accessible internally (to employees only)						Work in progress				Dedicated Hub	
Support journey in place for leavers and returners (before and after parental leave)	Work in progress					Work in progress				Work in progress	
Phased return to work after maternity or shared parental leave				Case by case <sup>17</sup>							
Parents and Carers networks/buddying		Peer-run		Peer-run	Peer-run	Peer-run	Peer-run	Work in progress		Peer-run	Peer-run
Support for line managers to be able to share info/guidance with staff who are expectant and new parents		Work in progress		Work in progress	Work in progress	Work in progress					
Employee Assistance Programme											
<b>On-Site or Local/Partnered Early Years Provision</b>											
Dedicated workspace for breastfeeding and expressing milk					Most locations						
On-site early years education provision	UCL									NHS provision	
Partnerships with nurseries	UCL, LSE									Busy Bees	
Wrap-around childcare for school-aged children											

<sup>17</sup> Return to full operational duties is assessed by local managers with Occupational Health guidance.