



## School of Social and Political Science

### Briefing on Maternity, Paternity, Shared Parental and Adoption Leave Pay

This comprehensive briefing provides information relating to Maternity, Paternity, Shared Parental and Adoption Leave and Pay available to holders of the School of Social and Political Science PhD Awards. This policy is notified in the Terms and Conditions of these awards.

### Students (and information for their Supervisors)

We allow students to take maternity, paternity, shared parental and adoption leave and make provision for additional stipend to be paid where appropriate. Students are also allowed to study on a part-time basis.

- SPS-funded students are entitled to up to 26 weeks of maternity leave on full stipend and a further 26 weeks of unpaid maternity leave.
- Partners are entitled to up to 10 days Ordinary Paternity Leave on full stipend
- Partners may be entitled to up to 50 weeks of Shared Parental Leave; this may include paid and unpaid leave, depending on the individual circumstances, any paid leave should be at full stipend.
- There is no qualifying period for maternity, paternity, shared parental or adoption leave eg a student can take leave regardless of when they commenced their studies.
- Students may opt to study part-time (at least 50%) following a change in their personal circumstances.
- The period of support may be extended to cover the period of absence.
- Submission dates can be amended for periods of maternity, paternity, shared parental or adoption leave and if the study changes to part-time study.
- There is no limit to the number of periods of Maternity, Ordinary Paternity, Shared Parental or Adoption Leave that can be taken during a studentship.
- Part-time awards should not be less than 50% of full-time.