



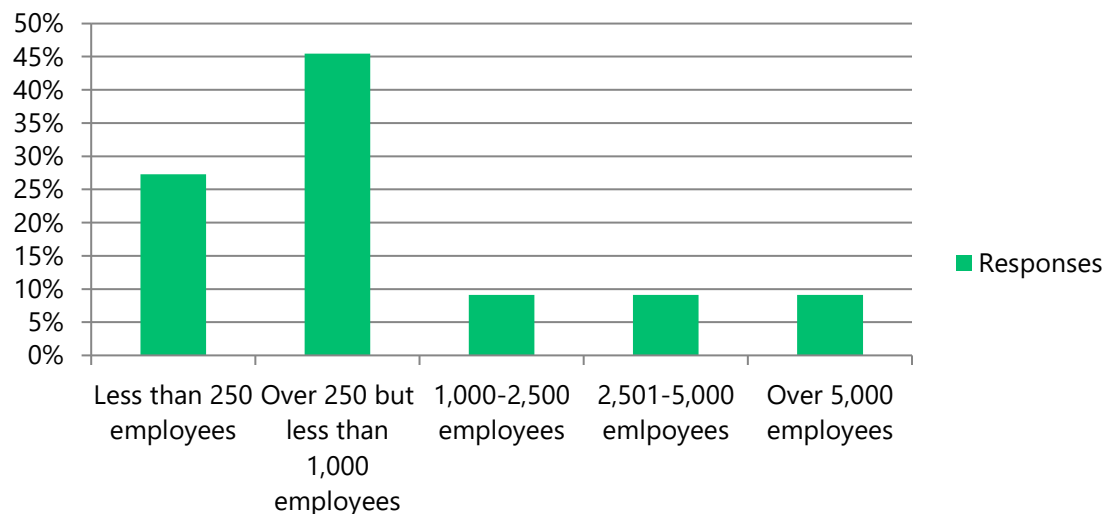
Family Friendly Policy/Benefits Survey Results

Survey Conducted March 2020



Who took part?

Size of Organisation



- Participants from a range of sectors participated including Arts & Heritage, Central Government, Charities and Finance/Banking.
- 25% of the results come from SME's.
- Organisations operating in the Construction & Engineering and/or Professional Services make up a combined 36% of the sample



Maternity Benefits Offered

The respondents answers largely differed and the answers can be found below:

- 13 weeks full pay, 26 weeks Statutory Maternity Pay
- 12 weeks full pay, next 27 Statutory Maternity Pay, then 13 weeks unpaid. Then 12 weeks bonus pay when return to work after 12 weeks
- 27 weeks full pay, 12 weeks Statutory Pay
- 20 weeks full pay
- 12 weeks full pay for 1 year service or 17 weeks full pay for 2 years service
- 26 weeks full pay, 13 weeks half pay
- 26 weeks full pay, followed by 13 weeks Statutory Maternity Pay
- 10 weeks full pay; 10 weeks 50% pay; 6 weeks 25% pay; 13 weeks Statutory Maternity Pay
- 26 weeks full pay
- 12 weeks full pay, 12 weeks at 50% then Statutory Maternity Pay
- 26 week full pay, 26 week Statutory Maternity Pay or equivalent



Maternity Length of Service

The most common required length of service for an employee to eligible for enhanced Maternity Benefit was 12 months.

Those who differed from 12 months (52 weeks) approached this as follows:

- 26 weeks
- 26 weeks by qualifying week
- No length of service requirement but benefit only available to permanent employees
- None
- 2 years' service
- one year at 13th week before expected due date



Paternity Benefit

- The most common benefit from the respondents was 2 weeks full pay.
- Those who differed from offering 2 weeks full pay offered the below:
 - 1 week full pay, second week unpaid
 - 4 weeks full pay
 - 26 weeks full pay, 13 weeks half pay
 - 4 weeks pay
 - 8 weeks full pay



Paternity Benefit – Required Length of Service

The most common required length of service for an employee to eligible for Paternity Benefit was 26 weeks. Other answers included:

- No length of service requirement but only available to permanent employees
- No length of service
- 12 months
- One year by 13th EWC

Respondents recommended the use of the term Paternity/Partner Leave or Non-Birth Maternity leave to be more inclusive

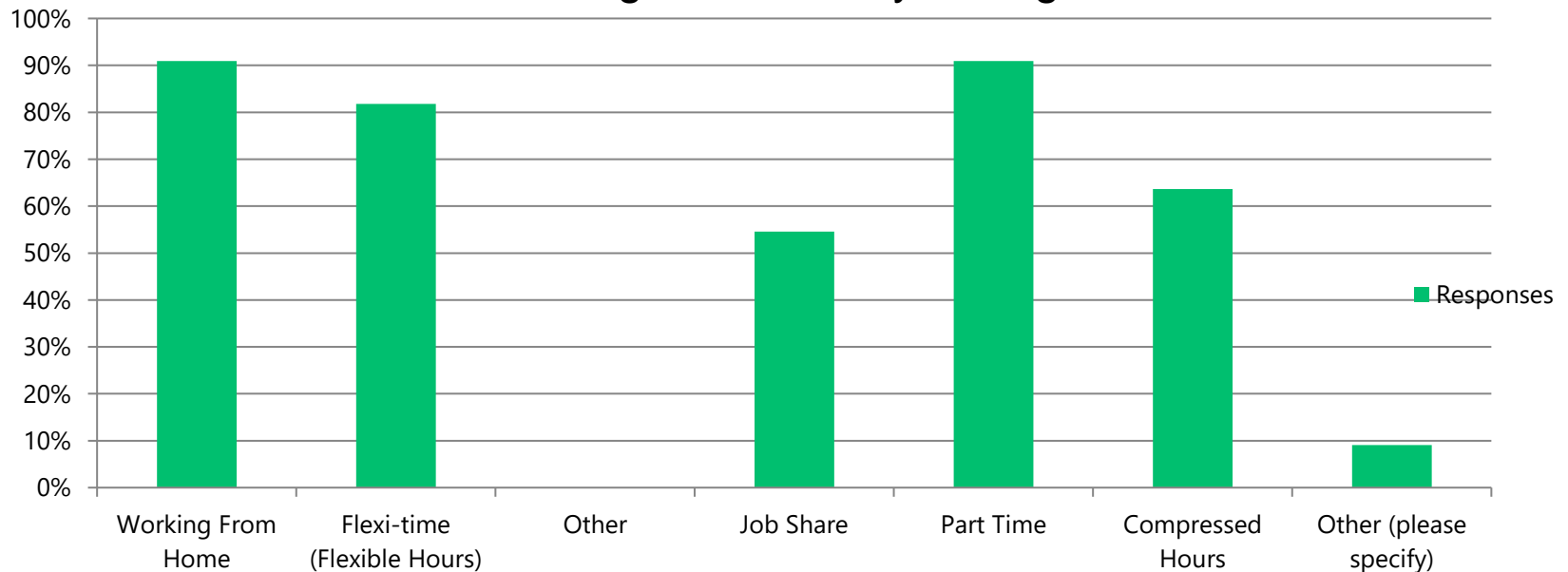


Adoption Policy

- The most common benefit offered was 26 weeks full pay.
- Some respondents were unsure of their adoption benefit.
- For the vast majority of respondents the adoption policy benefit was in line with their maternity policy.
- The most common length of service required to qualify, was 26 weeks.

Flexible Working (this survey was conducted before the Covid-19 restrictions)

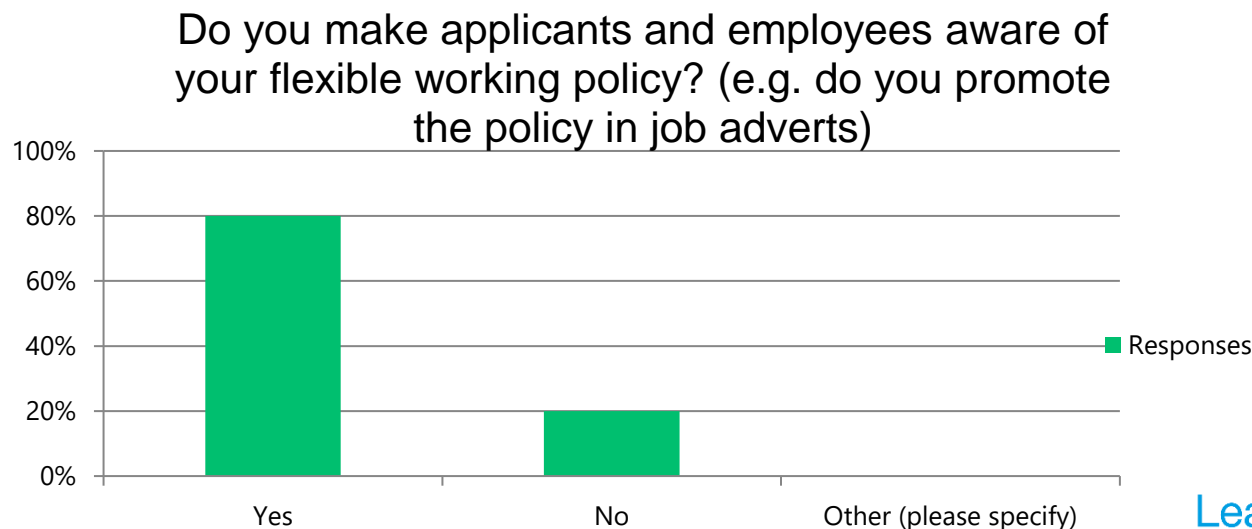
What flexible working benefits do your organisation offer?





Flexible Working Continued

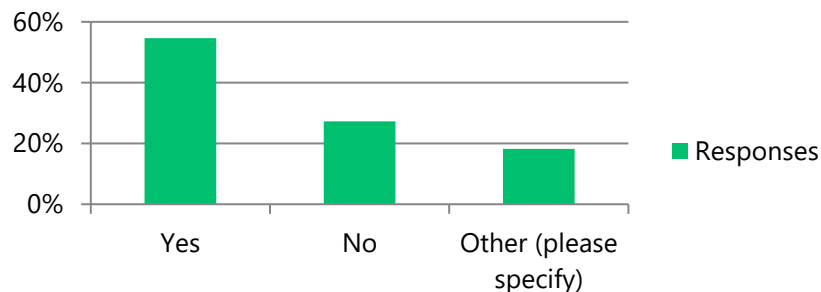
- 100% of respondents offered some sort of Flexible Working
- The majority of respondents do not have a required length of service to be eligible for flexible working.
- 80% of respondents made applicants aware of their flexible working policies.





Reviewing Family Friendly Policies

Are you/your organisation considering reviewing or amending any of your family friendly policies/benefits within the next 6-9 months?



Those who are reviewing policies are looking at the following areas:

- Bringing Adoption policy in line with Maternity.
- Improving consistency with Flexible working policy.
- Enhancing benefits to bring organisation in line with the market.



Emergency Leave

- 91% of Respondents offer Emergency Leave

The organisations that offer emergency leave take the following approach:

- 2 days paid leave in a rolling 12 month period
- Care leavers/dependant leave, reservists, bereavement etc
- Paternal/domestic emergency leave
- 5 days per year
- Yes - length of time allowed at the discretion of the line manager so that we can be flexible to support an individual depending on the circumstances
- No limit – but unpaid
- Flexible/agile working policy can be applied so that hours can be made up or annual leave can be booked at short notice/unpaid leave can be taken.
- Dependants leave
- Yes - for dependants (discretion on pay, most roles can make up hours/working from home)
- Yes- reasonable time off



Other Policies

- IVF – 90% of respondents did have a specific policy. Those who did offered full days off without any reduction in pay to attend appointments.