

Recommendations from College Maternity Survey

Su Nandy - Senior HR Manager

Introduction

The survey was conducted in October 2012

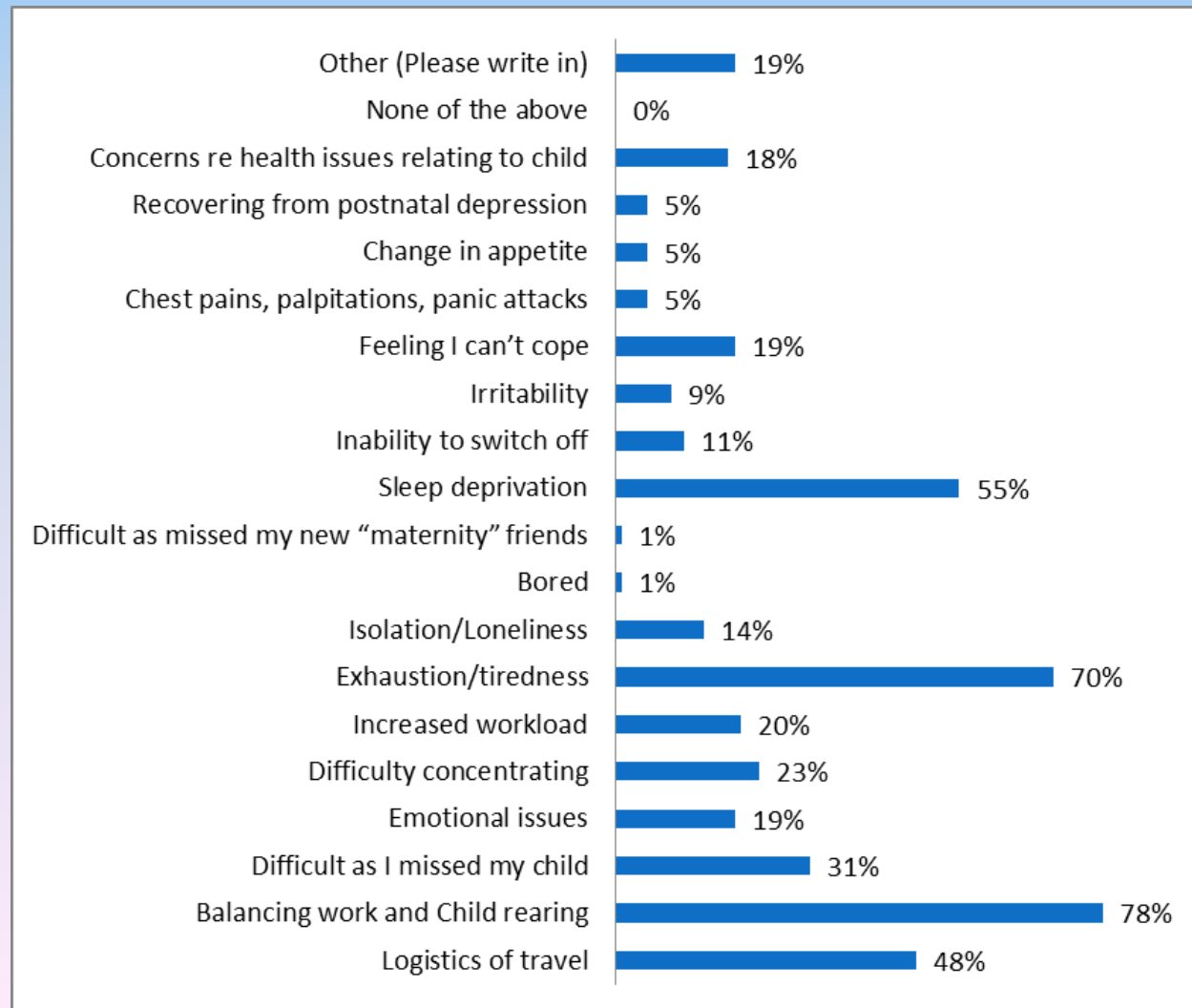
Aims:

- Understand the experiences & concerns of women returning to work after maternity leave
- Consider appropriate & targeted support mechanisms to assist staff on return to work period
- Assist in addressing under representation of women in senior positions in College (Professorial level- 85% male, 15% female)

Who Responded?

- The survey covered all staff who took maternity leave from July 2008 - July 2012 who were still in post
- Over this period **553** staff had taken maternity leave but by October 2012 only **226** staff were still in post
- 192 staff completed the survey which represents an **85% response rate**
- **37%** of respondents took 6 months or less maternity leave
- **88%** of respondents were first time mothers

Difficulties Adjusting Back Into Working Life



10 Recommendations



1. Staff Education

- Pre/Post maternity leave courses dealing with transition
- Paternity courses (new fathers)
- Line management/academic supervisor guidance/ training

“ My manager questioned why, as a mother, I would even leave my child and return to work”

Recommendations



2. Support through visible/approachable female role models

- Maternity buddy scheme set up last year- recommendation to extend to include pre-maternity leave. **42%** requested this
- Mentoring/career coaching programmes to be offered more proactively on return from maternity leave. **31%** requested this

Recommendations



3. Widely Publicised Designated Room For Expressing Milk/Place To Rest In Each Campus

- **49%** wanted a room to lie down/rest during pregnancy
- **37%** identified expressing room
- **35%** stated they needed to stop/reduce breast feeding earlier than they would have liked because of their return

Recommendations



4. Provision Of A Dedicated Parents Webpage/ Forum

Assist in “Family Friendly” image of College - moving away from “male” image and encourage more women to apply. **41%** requested this /**40%** opportunity to buy/sell second hand products

5. Baby changing facilities in each large building across all College campuses and sign posted/ publicised.

Assist in image of College as a “Family friendly environment”.

Recommendations



6. Increase Maternity Pay To Match or Better Other Russell Group Universities.

- **66%** indicated finance as the main pressure to return to work.

7. Provision of affordable childcare with flexible / longer nursery hours to encompass the scientific working day (8am-6pm)

- Issues raised regarding the reduced hours of the nursery. – **36%** of users
- Suggestion of breakfast clubs/supper clubs.

Recommendations



8. One - off Emergency Child Care Provisions For Parents To Access.

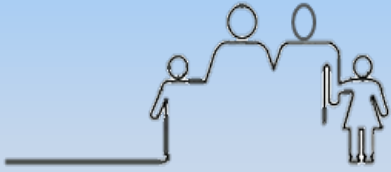
55% requested this.

9. Dedicated member of HR/Equalities to Cover Maternity/Family Friendly/Gender issues.

Survey suggested the level of support from HR varied.

10. College to sponsor further study in relation to women taking maternity leave who are funded on research grants

Any Other Suggestions?



Re-survey in 3 years time to see if there have been any improvements

Paternity survey in 2013

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