

## DE04: Equal Opportunities in the Workplace – Parents in Employment

During pregnancy and the period following childbirth both mothers and fathers receive a significant degree of legal protection against workplace disadvantage. This protection seeks to avoid discrimination, work stress and financial difficulty through antidiscrimination law, statutory entitlements to leave and financial benefits. In return, those concerned have responsibilities, primarily in respect of keeping their employer notified of their wishes and intentions.

This course aims to enable learners to understand the full range of rights and responsibilities of mothers-to-be, mothers and fathers during the time they are in paid employment.

### Course Content

- Time off for antenatal care
- Statutory Maternity Leave:
  - Compulsory Maternity Leave
  - Ordinary Maternity Leave
  - Additional Maternity Leave
- Keeping In Touch days
- Returning to work part-time
- Pregnancy discrimination
- Statutory Maternity Pay
- Maternity Allowance
- Statutory Paternity Leave
- Additional Paternity Leave
- Statutory Paternity Pay
- Additional Paternity Pay
- Adoption Leave
- Statutory Adoption Pay
- Parental Leave
- Time off for family emergencies

### Course Duration

- 1 hr 15 minutes

### Available in:

- Audio
- Non-audio

### Delivered via:


- Internet

If you require any further information please contact NYES:

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