

Becoming a Tommy's Pregnancy and Parenting at Work Champion



Criteria for employers

1. Your organisation does not breach **Tommy's ethical policies**
2. Your organisation will meet all statutory requirements for maternity and paternity support in the workplace; and exceed requirements as follows:
3. Enhanced maternity **and** paternity pay and/or leave
4. Compassionate leave policy is enhanced to include specific mention of pregnancy loss, inclusive of miscarriage (loss before the end of the 24th week of pregnancy).*
5. Absence policy provides flexibility for leave owing to fertility treatment.* This leave is considered separately and not considered against the employee, for example for disciplinary or redundancy purposes.
6. Flexible working and other family friendly policies are actively supported and communicated within the organisation.
7. Training to support parents throughout the pregnancy journey is available and offered to all line managers.
8. Career planning and support is offered on return to work for employees who have been on maternity, paternity or shared parental leave.*
9. Your organisation has active membership of the Tommy's Pregnancy and Parenting at Work scheme.

*Tommy's can provide suggested wording for developing this if required.
Tommy's is registered charity no 1060508 and SC039280