

# Achieving Equal Pay in the Workplace

Your Guide to Changing Policy and Practice

## Family Leave (Maternity, Paternity and Adoption Leave)

TUC research ([www.tuc.org.uk/research-analysis/reports/forced-out-cost-getting-childcare-wrong](http://www.tuc.org.uk/research-analysis/reports/forced-out-cost-getting-childcare-wrong)) shows that 54,000 women a year are forced out of work due to pregnancy and maternity discrimination. Good family leave packages have been shown to make a difference to women returning to work, getting promoted and being paid fairly. The questions below are helpful to tease out possible reasons for pay inequality and pay gaps related to family leave.

☐ Do women in the workplace know what they are entitled to, and do they have access to the organisation's maternity policy?

☐ As a minimum, are all statutory entitlements for family leave, pay and rights in place and operating correctly?

What percentage of women who take maternity leave return to work for the company?

☐ Can family leave – including maternity and paternity leave – be taken more flexibly than statutory entitlements?

How are calculations made for family leave and pay for term-time workers and those on annualised contracts?

☐ Do workers feel supported when they return to work after family leave, including with regard to flexible working requests, breastfeeding and childcare?

☐ Does the organisation have menopause and/or period policies to support employees?