

Family friendly policies at the University of Cambridge... What's in it for me?

Maternity leave that exceeds the legal minimum:

18 weeks full pay + 21 weeks statutory maternity pay if you tell us you're coming back to work for at least three months at the end of your leave period.

<http://www.admin.cam.ac.uk/offices/hr/policies/maternity.html>

Additional paternity leave:

In addition to 2 weeks paid paternity leave, you can take up to 26 weeks additional leave. Parents have the option of dividing paid leave entitlement between them.

<http://www.admin.cam.ac.uk/offices/hr/policies/paternity.html>

Help to ease you back into work:

Following maternity or adoption leave, the **Graduated Return Policy** allows you to return to work for a minimum of 20% of full-time hours. **Keeping In Touch Days** mean you can do up to 10 days paid work during maternity absence.

<http://www.admin.cam.ac.uk/offices/hr/policy/maternity/policy.html>

Adoption leave:

Up to 52 weeks leave if you adopt a child under 5. Pay is in line with the University's maternity pay policies: 18 weeks full pay, 21 weeks statutory adoption pay + 13 weeks unpaid.

<http://www.admin.cam.ac.uk/offices/hr/policy/adoption/>

Childcare provision:

Nurseries for children from 3 months to school age, plus holiday play scheme. Salary exchange schemes help you save money on childcare costs. Childcare Information Service provides advice, events and free newsletter.

<http://www.admin.cam.ac.uk/univ/childcare/>

Flexible working options:

A range of options to help you balance your commitments and interests outside work: part-time or term-time working, job share, compressed or annual hours, flexitime or staggered hours.

<http://www.admin.cam.ac.uk/offices/hr/policy/flexible/>

Help to find accommodation:

The University runs its own Accommodation Service to assist University Staff, both current and those arriving to take up posts, in finding suitable accommodation.

<http://www.accommodation.cam.ac.uk/>

Free parking:

You may be eligible for free parking if you need to attend dependent family members during the day (school/nursery run, visiting elderly/hospitalised family members). Parking badges are allocated at the discretion of your Head of Department/Dept Administrator.

Parental leave:

To provide further support to help manage the demands of family life, staff may apply to take 18 weeks unpaid leave in total for each child up until the child's 18th birthday.

<http://www.admin.cam.ac.uk/offices/hr/policy/parental.html>