



# WORKING PARENTS

## What are the issues you face at work?

UCU is developing a comprehensive toolkit to support members who are considering becoming parents or are parents. Achieving work and life balance is becoming increasingly difficult as members juggle high workloads, precarious contracts and tight finances. We need to know what the issues are in your institution. We also want to know if you have managed to improve on the statutory minimums in regard to this area of equality. Women are still discriminated against for pregnancy and motherhood. Partners and fathers are now experiencing that discrimination when asking for shared parental leave. Please help us provide the right guidance by answering the questions below as much as you can.

Please return to: Equality and Participation, UCU, Carlow Street, London NW1 7LH or via email to [egadmin@ucu.org.uk](mailto:egadmin@ucu.org.uk) THANK YOU

INSTRUCTION: \* Please delete

	Yes	No	Not sure
<b>1. Does your institution have:</b>			
a) an enhanced maternity leave and pay policy (including adoption leave and pay)			
b) enhanced shared parental leave policy			
<b>2. Does your institution have polices on other family friendly issues such as surrogacy, breastfeeding, emergency family leave, childcare</b>			

**3. What are the main issues parents to be or working parents have at your institution?**

\_\_\_\_\_

\_\_\_\_\_

**What three improvements would most support work life balance for working parents?**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

**Would you be happy to be contacted?                      Yes / No\***

<b>Name</b>	
<b>Email</b>	
<b>Region</b>	

**Thank You!**