

TIME OFF FOR ANTE-NATAL APPOINTMENTS – FATHER/PARTNER/OTHER PARENT

1 INTRODUCTION

- 1.1 An expectant father or the partner (including same sex) of an expectant mother/pregnant person, or other parent is entitled to take time off work to accompany the pregnant person to up to two of their ante-natal appointments.

2 ENTITLEMENT TO TIME OFF

- 2.1 An employee is entitled to take time off to accompany a mother/pregnant person to an ante-natal appointment if they are:
- The baby's father or other parent.
 - The expectant mothers/pregnant persons spouse, their civil partner, or partner (of any sex) in an enduring relationship; or
 - Intended parents of a child in a surrogacy arrangement if they expect to be entitled to and intend to apply for a parental order in respect of that child.

3 PAID TIME OFF FOR ANTE-NATAL APPOINTMENTS

- 3.1 Although the statutory obligation is to provide unpaid leave, the RVC has chosen to go beyond the statutory minimum and provide paid leave in order to support our staff during this important event. Employees accompanying the expectant mother/pregnant person to their ante-natal appointments are entitled to paid leave for up to two appointments. The paid time off is capped at six and a half hours for each appointment.

4 NOTIFICATION PROCEDURE

- 4.1 The RVC will not require the partner, father, or other parent to produce an appointment card as this is the property of the expectant mother/pregnant person, however, you will be required to submit written notification to your line manager, giving them reasonable notice of the date and time of the appointment.

Initial Implementation	
Policy Version:	1.0 May 2016
Policy Review Interval:	
Author:	Rebecca Costello
Authorised By:	CEC
Authorisation Date:	May 2016
Review & amendments	

Date of review:	April 2025
Amendments:	Included more gender neutral language 'pregnant person' and 'other parent' Removed reference to the word College replacing it with either RVC or University. 2.0 Changed title to 'Entitlement to time off' 4.1 inserted 'reasonable notice'
Policy Version:	V2
Revised by:	Rebecca Costello and Richard Browne
Equality Impact Assessed:	
Date of review:	
Amendments:	
Policy Version:	
Revised by:	
Date of review:	
Amendments:	
Policy Version:	
Revised by:	