RCUK Briefing on Maternity, Paternity and Adoption Leave and Pay

This comprehensive briefing provides information relating to Maternity, Paternity and Adoption Leave and Pay from the Terms and Conditions of Grants and Training Grants, the RCUK Training Grant Guide and Research Council Funding Guides.

It is intended primarily for Research Council funded students and researchers to assist their discussions with their supervisors and line managers; it will also be useful for staff in research offices, HR and equality and diversity specialists.

Students (and information for their Supervisors)

We allow students to take maternity, paternity and adoption leave and make provision for additional stipend to be paid where appropriate. Students are also allowed to study on a part-time basis.

- Research Council funded students are entitled to 26 weeks of maternity leave on full stipend and a further 26 weeks of unpaid maternity leave.
- Fathers are entitled to up to 10 days paid Ordinary Paternity Leave on full stipend.
- Fathers may be entitled to up to 26 weeks of Additional Paternity Leave; this may include paid and unpaid leave, depending on the individual circumstances, any paid leave should be at full stipend.
- There is no qualifying period for maternity, paternity or adoption leave eg a student can take leave regardless of when they commenced their studies.
- Students may opt to study part-time (at least 50%) following a change in their personal circumstances.
- The period of support may be extended to cover the period of absence.
- Submission dates can be amended for periods of maternity, paternity or adoption leave and if the student changes to part-time study.
- There is no limit to the number of periods of Maternity, Ordinary Paternity, Additional Paternity or Adoption Leave that can be taken during a studentship.
- Part-time awards should not be less than 50% of full-time.
- Research Organisations may approve a change in the mode of study from part-time to full-time or vice-versa eg for changes in personal circumstances.