

Comment	Response
<i>Fertility/IVF/Miscarriages</i>	
Some individuals may be sensitive to some word choices such as “expectant parents” maybe use “prospective parents” to cover all families.	Amended to say expectant/prospective parents in relevant sections.
5 days leave were helpful. Could there perhaps be something added about an expectation of Managers to be flexible regarding working patterns during treatment? Not all managers are able to be as flexible. .	This would need to be in line with the needs of the business so is difficult to prescribe in a policy. We would encourage an open dialogue between the manager and the employee and support will be offered as needed.
Under mat/adoption/shared parental pay I think there’s some missed words after one of the bullet points ‘Have provided the. . . .’	Amended.
Its more specific in relation to pregnancies that result in a miscarriage before 24 weeks. In this policy it refers to bereavement leave, which is fine, but it perhaps needs referencing in the bereavement policy. Would you be entitled to up to ten days as it would be classed as son/daughter or would it be a shorter period?	This would be 10 days as per the bereavement policy which will be amended to reflect.
I think that it needs to be clear whether it applies to one or both partners, there are appointments that must be attended by both potential parents (at least 3 pre op hospital appointments and 2 days at the clinic, without both partners being present they wouldn’t let you continue) so if you are a male reading the policy you aren’t really sure what your entitlement is, or if the policy only applies to the female partner.	Amended to provide greater clarity.

<i>Adoption</i>	
5 days appointments for Adoption has been really helpful and I have been able to keep my leave for positive, less stressful things.	
<i>Paternity and Parental Leave</i>	
On page 18 in the Paternity Pay section, I didn't feel it was clear if this includes the partner of the main Adoptive Parent who is taking the full leave?	First paragraph explains eligibility - This policy applies to all employees, irrespective of length of service, who are the nominated carer of an expectant mother or adopter, including same sex partners.
Ordering - the paternity section starts to refer to adoption and terms like 'placement' before we've mentioned adoption. Not a big issue, just a little incongruous.	Same as above.
What about the restructure policy, consultation process and how it applies if taking parental leave? Should we be including a para to cover this?	Will be referenced in the restructure policy.
<i>Premature Birth</i>	
By amending the policy to increasing the maternity leave by the number of days baby was born prior to the due date would have been a massive relief. Knowing that you will get some of that time back with your baby is reassuring and relieves some of that pressure.	

I totally support the improvements in relation to prem babies.	
<i>Pay</i>	
The change to the policy for special paid leave between baby's born date and baby's due date would have helped massively during our time off.	
It makes clear that classes like aquanatal can be claimed under the policy & states the maximum travelling time that can be claimed.	
I think it is positive to have all the related policies in one place.	
<i>Additional Comments.</i>	
Synthesising the various options into one document has made them more obvious/explicit and therefore more accessible however if I'm completely honest it does make it a little more complex to wade through.	
Point of clarification on paternity - is it any nominated carer? We've put in bold that paternity applies to same sex partners but if it's just any nominated carer, sex isn't the determinant? Maybe I've misunderstood?	Any nominated carer – amended for clarity.

<p>I like the layout and very easy to read. Very informative. Live the way it signs post you to other areas. Overall a helpful tool.</p>	
<p>I think it needs an integrated impact assessment.</p>	<p>Completed and part of EMD.</p>
<p>The change to this policy would have relieved some of the pressure and stress. With private parking charges, travel expenses etc, it did add pressure.</p>	