**Parental Leave:**

**ARIES-funded Students**

12/12/2022



**Parental Leave entitlement**

Although individuals funded under UKRI terms and conditions do not have a statutory entitlement to maternity, paternity or adoption leave, UKRI has undertaken to provide funding for leave entitlements which mirror the statutory schemes in force at the time. UKRI also provides an unpaid parental leave scheme.

ARIES-funded PGRs are entitled to 52 weeks of maternity-equivalent leave if the expected week of childbirth will occur during the period of their award. The earliest Maternity leave can commence is 11 weeks before the expected week of childbirth. The main adopter of a child placed during a studentship is also entitled to 52 weeks of leave.

When you return to study you will return to the same number of award months remaining as you had when you left and your final submission deadline will change to reflect the time you were suspended from study. Please contact your University Graduate School/Doctoral College (or equivalent) for guidance on the application process for interrupting your studies.

Documentary proof is not required for Parental Leave, however if a request is later found to have been falsely made this will be considered misconduct and addressed by disciplinary procedures at your University of Registration.

**Conditions of funding**

Where a PGR takes a period of leave equivalent to maternity leave, or adoption leave taken by the main adopter only, they will have the right to the following payment terms:

* The first 26 weeks will be paid at full stipend rate, pro-rated as necessary for part time PGRs.
* The following 13 weeks will be paid at a level commensurate with statutory maternity pay.
* The final 13 weeks are not paid.

PGRs who would be entitled to paternity leave under the statutory scheme are entitled to up to two weeks paid Ordinary Paternity Leave on full stipend. Ordinary Paternity Leave cannot start before the birth and must end within 56 days of the birth.

Under the unpaid parental leave scheme, eligible PGRs are entitled to an extended period of unpaid parental leave, up to a maximum of 50 weeks, with their studentship extended accordingly.

PGRs are only entitled to take one of either maternity/adoption-equivalent leave or unpaid parental leave per birth/placement of a child.

Unpaid parental leave must be completed within 12 months of the birth or placement of the child. This leave may be taken in up to three blocks of leave or all at once.

There is no qualifying period for maternity, paternity, parental or adoption leave.

DTP Approval of Parental Leave is subject to approval from your University Graduate School/Doctoral College. Please ensure that you follow all Parental Leave policies for your host institution and University of Registration.

**Eligibility guidelines**

* In respect of birth parents, eligible PGRs are those who will share primary responsibility for the child with its birth mother.
* In respect of adoptive parents, eligible PGRs are those who are the spouse, partner or civil partner or the primary adopter.
* PGRs fully-funded by ARIES are entitled to receive stipend payments during a period of Parental Leave (as specified above).
* PGRs funded partially from ARIES and partially through contribution from an external organisation, including their host institution or University of Registration, must follow the regulations of their funder(s). If the funder does not provide additional money to fund periods of Parental Leave, ARIES is not able to make up the shortfall.
* PGRs in receipt of ARIES awards covering tuition fees only are not eligible to receive any payment during Parental Leave.
* PGRs in unfunded periods of study are not able to receive additional stipend payments due to Parental Leave.
* Part-time or part-funded PGRs should expect to receive any payments to which they are entitled on a pro-rata basis.
* PGRs with UKVI Tier 4 visas should seek advice as soon as possible from their University’s Immigration and Compliance team.

**Application for Parental Leave**

**NOTE:** you will need to liaise both with the ARIES DTP team and with your University Graduate School/Doctoral College (or equivalent) and make sure both organisations are kept up to date about your situation.

* Please complete the ARIES Parental Leave Request form and submit it to aries.dtp@uea.ac.uk.