

FOIA REQUEST

Maternity Leave Scheme

1) The Occupational Maternity Pay breakdown

For Teachers:

4 weeks at full pay

2 weeks at 9/10ths of an average week's pay (this is known as higher rate SMP)

12 weeks at 50% of your average weekly earnings, plus lower rate SMP, if you have stated your intention to return to work for a period of at least 3 months after your maternity leave

OR

Lower rate SMP, if you have not stated your intention to return to work after your maternity leave

21 weeks at Lower rate SMP

For Support Staff

6 weeks at 9/10ths of an average weeks' pay (this is known as higher rate SMP)

12 weeks at 50% of your average weekly earnings, plus lower rate SMP, if you have stated your intention to return to work for a period of at least 3 months after your maternity leave

Or

Lower rate SMP, if you have not stated your intention to return to work after maternity leave

21 weeks at Lower rate SMP

2) Who is eligible for cover

Academies cannot buy in.

All other schools have the option to a) Buy into just the teachers maternity scheme **OR** b) Buy into just the support maternity scheme **OR** c) Buy into both the teachers and support maternity scheme.

3) Terms and conditions of maternity pay

An employee has to have 1 years' service to be eligible for the full maternity leave (as number 1 states), if an employee has more than 26 weeks service, they will be eligible for maternity leave, but at a reduced entitlement.

If an employee chooses to have their Occupational Maternity Leave (12 weeks' pay at half Pay), the conditions are that they have to return back to work for a period of 3 months, if not, then they will have to pay this back.