

Summary

In 2010 we contacted women who were either on maternity leave, recently back from maternity leave or having left their employment with Devon County Council or a county school following a period of maternity leave.

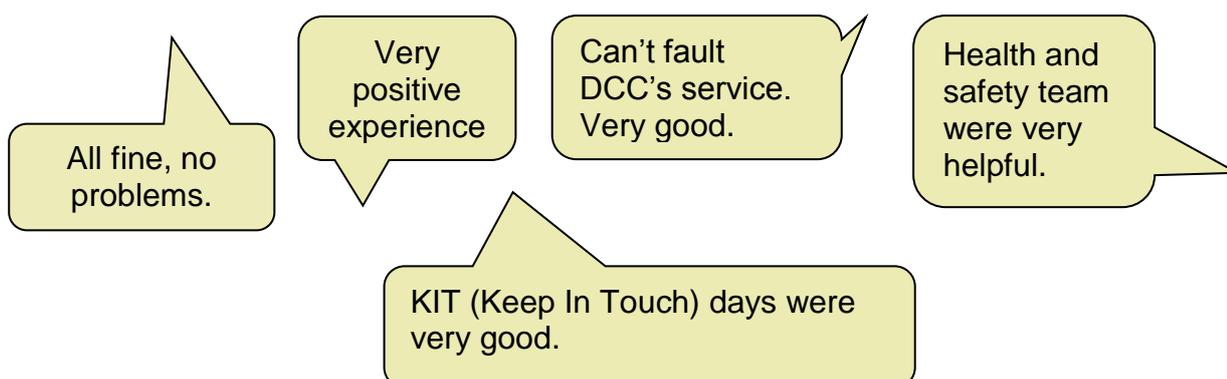
We contacted the women to find out about their experiences and establish if they were treated fairly and afforded their rights as pregnant employees.

118 women gave us feedback. The main findings were:

- Overall, of those who responded, the experience was a positive one. Non-teaching staff (county council employees including non-teaching staff in schools) expressed very high levels of satisfaction, but teaching staff (including teaching assistants) were slightly less satisfied.
- The least satisfied group were teaching staff who did not return to work. Teaching staff in secondary schools were less satisfied than those in primary schools.
- The most satisfied group were non-teaching staff currently on maternity leave.

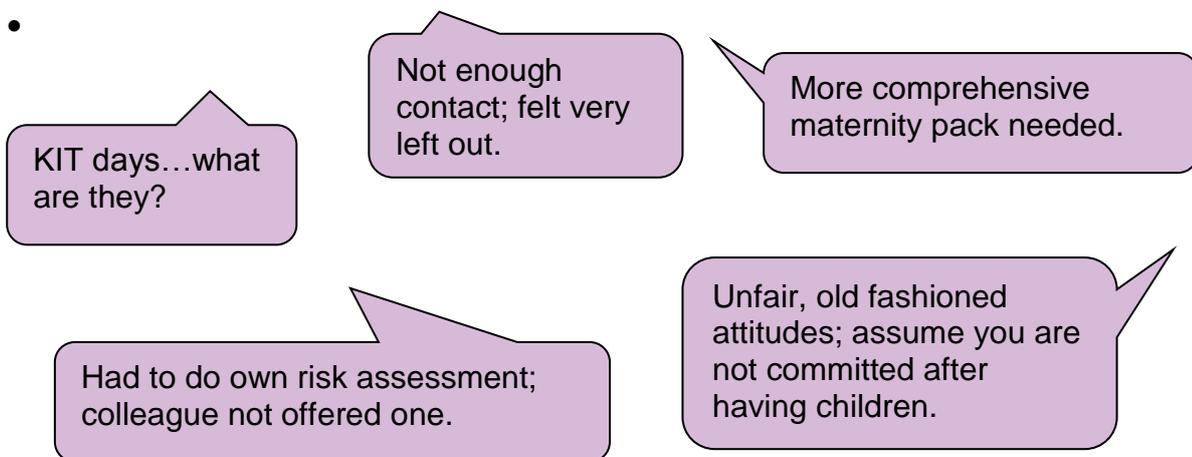
Positive results:

- All non-teaching staff, and a high majority of teaching staff, were satisfied that their manager supported them to take time off for pre-natal appointments and a high majority were able to access the information they needed.



Negative results:

- Whilst pregnancy related health and safety risk assessments are essential, in some areas these were not carried out, especially on return to work where only a third were provided with an assessment.
- There was a low uptake of the Keep In Touch (KIT) days across both non-teaching and teaching staff.
- About a third of staff didn't have access to a rest place.
- Just over a third of staff said their manager did not keep them informed of updates/developments.



As a result we will:

- Review current information for both staff and managers to help raise awareness of the KIT (Keep In Touch) days and the importance of keeping staff informed about developments when they are on maternity leave.
- Remind managers of the requirement to conduct risk assessments and provide access to suitable rest places.