

Parental Leave Analysis

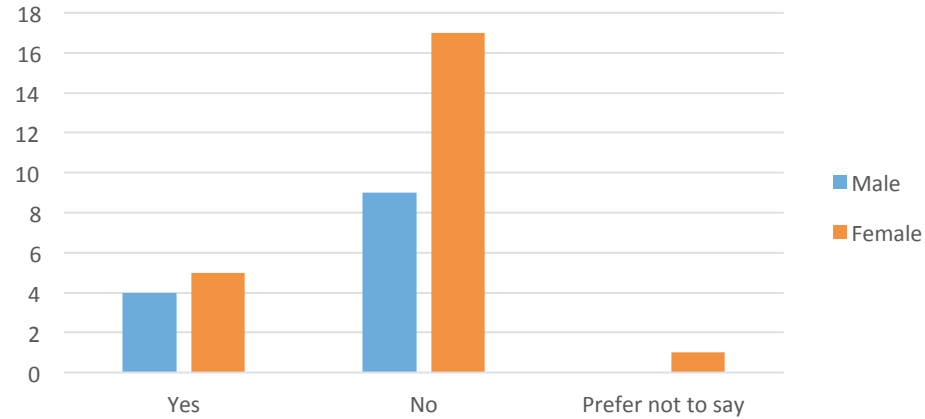
I will use 'parental leave' as a catch-all term for parental, shared parental and adoption leave. I have made no distinction between these in the survey.

SBCS Parental Leave and Flexible Working Survey

March 11th 2019, 4:45 am MDT

Parental leave and gender

Have you taken parental, shared parental or adoption leave while at SBCS.

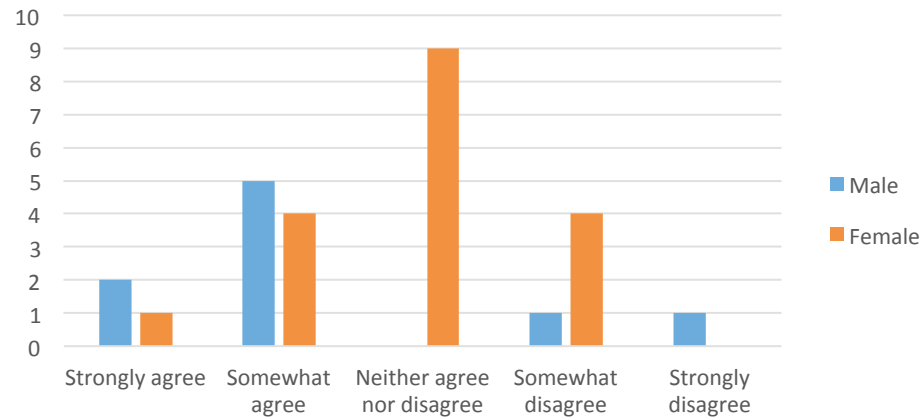


The logic of this part of the survey depended on the answer to the first question.

4 Male and 5 Female responders have taken some form of parental leave while at SBCS.

Parental leave and gender: Those that have not taken leave

I believe taking parental leave would have a negative impact on my career



Modal response for Female staff is indifferent.

78% of Males and 28% of Females agree or strongly agree.

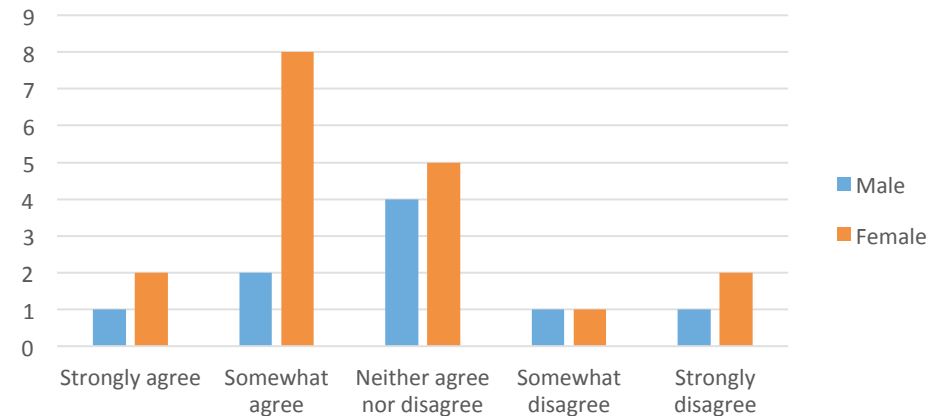
Male staff who have not taken leave feel negatively about it.

Mixed response for Males.

Slightly positive response from Females.

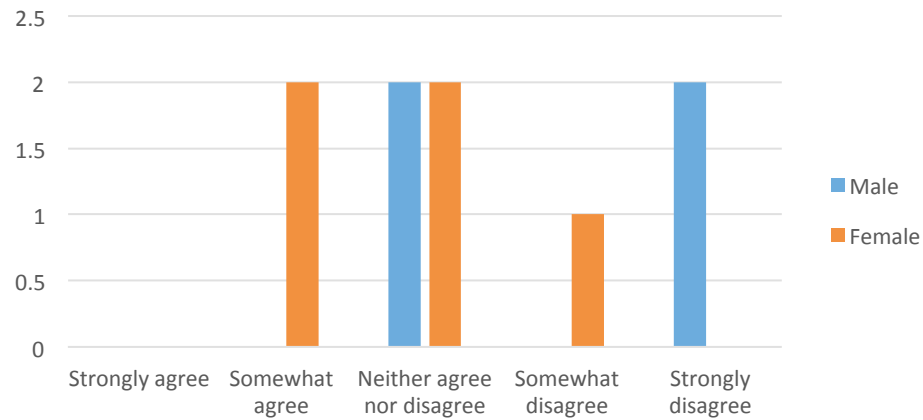
22% of Males and 17% of Females feel policies are not transparent.

The policies on leave are transparent and the relevant information is readily accessible.



Parental leave and gender: Those that have taken leave

I believe taking parental leave has had a negative impact on my career.



Those that have taken leave are more positive about how it impacts career.

Males are indifferent to strongly positive.

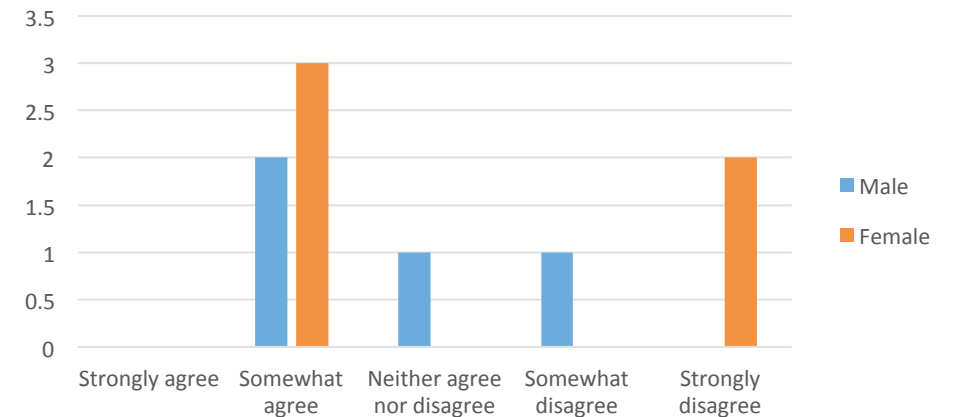
40% of Female responders do feel that it has had a negative impact.

Mixed responses from Males but no strong agreement or disagreement.

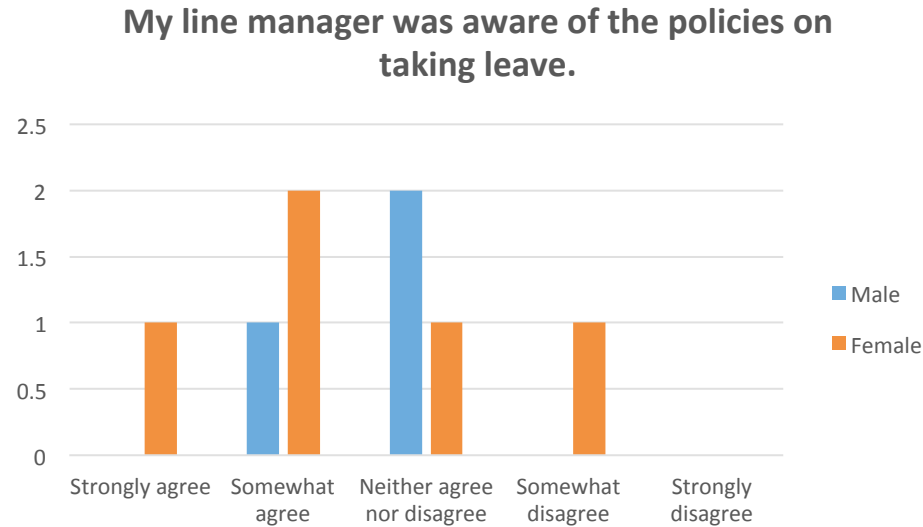
Polarization of Female responders. 40% strongly disagree.

No one strongly feels that the policies are transparent.

The policies on leave are transparent and the relevant information is readily accessible.



Parental leave and gender: Those that have taken leave



Mixed (but tending to positive) response from Female responders (note: are female staff tend more likely to have female line manager?).

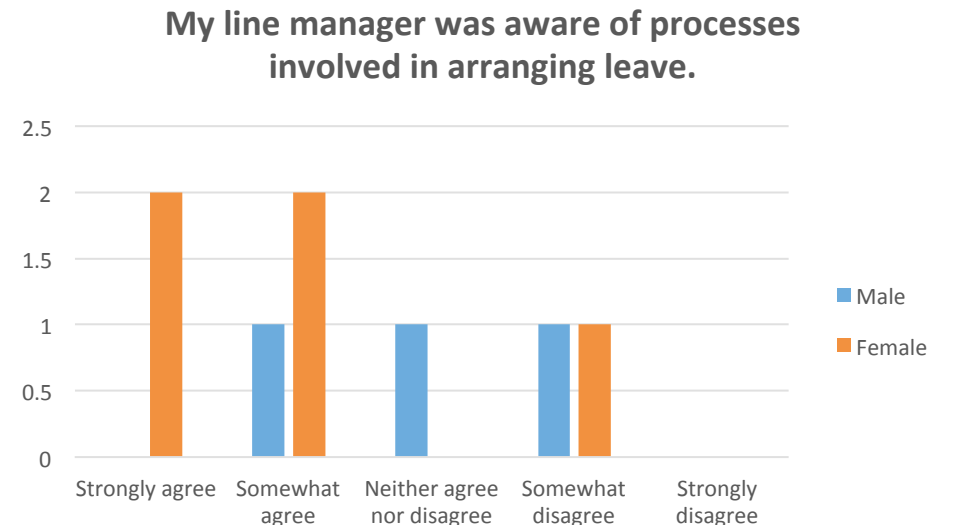
20% of Female responders disagree.

Male responders indifferent but tending to slightly positive.

Female responders were mostly positive.

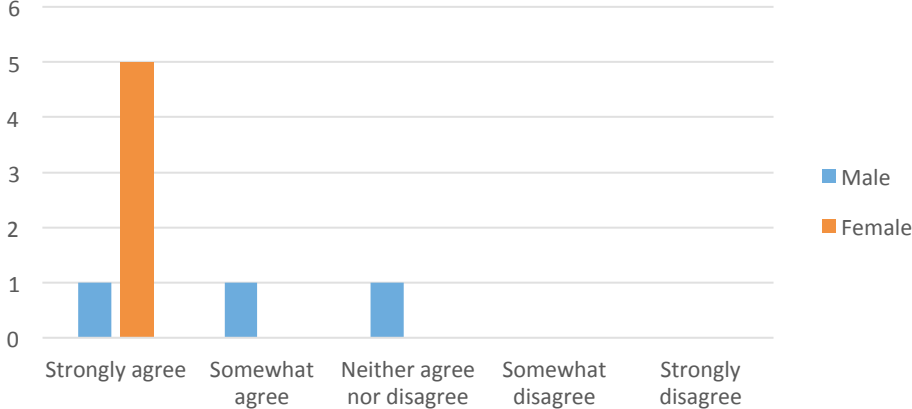
20% of Female responders some what disagree.

Male response is mixed with no strong agreement or disagreement.



Parental leave and gender: Those that have taken leave

My line manager was supportive during the process of arranging leave.



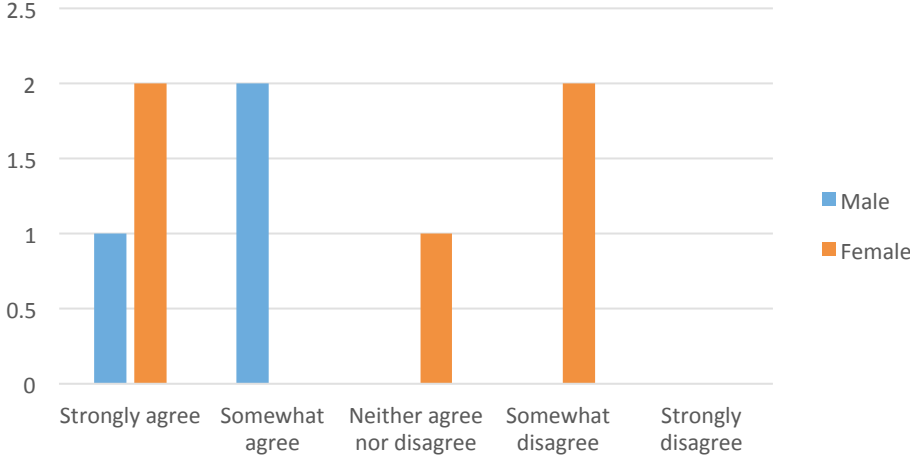
Line managers are supportive during the process of arranging leave.

For male responders the experience was indifferent to positive.

Males staff feel their leave was respected.

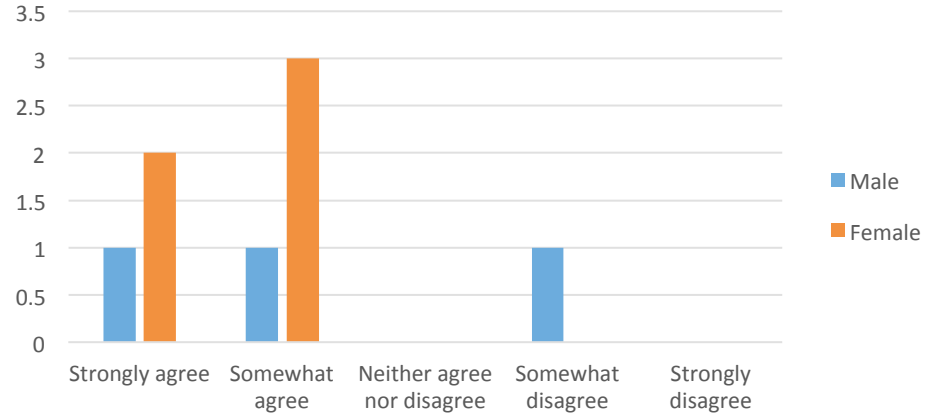
40% of Female staff feel their leave was somewhat disrespected.

SBCS respected the fact that I was on leave.



Parental leave and gender: Those that have taken leave

I was able to maintain a level of contact of my own choosing.



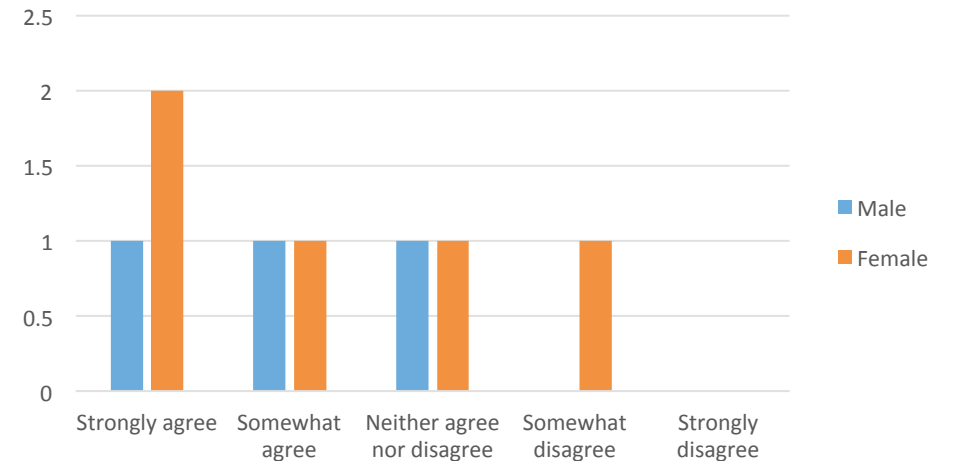
Female responders were able to maintain a self-determined level of contact.

30% of Male responders somewhat disagreed.

Male experience of the return to work was indifferent to positive.

20% of Female responders had a somewhat negative experience returning to work.

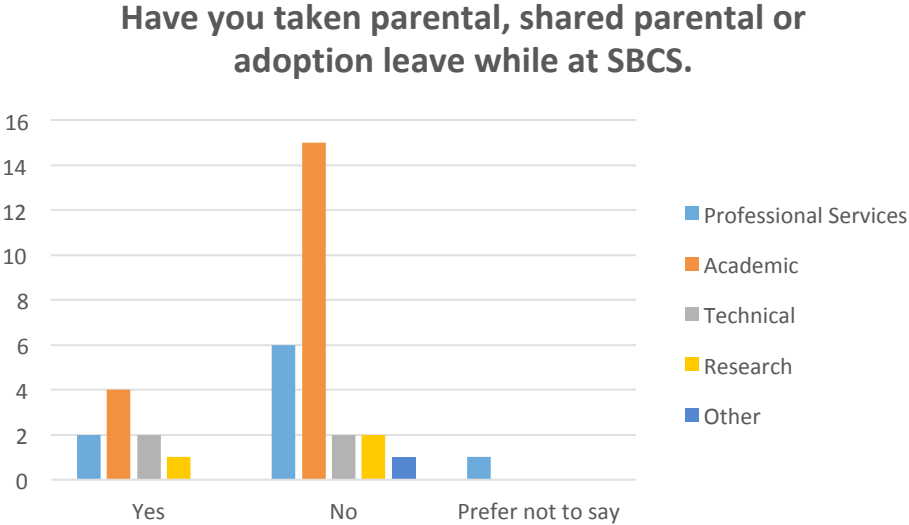
My return to work was well managed.



Parental leave and gender: Conclusions

1. There are significant differences between Male and Female Staff concerning the perceptions and experiences of parental leave.
2. Staff who have not taken parental leave have a more negative impression of its potential career impact than those that have taken leave.
3. Of the 'non leave-takers' the most negative opinion comes from Male staff.
4. Policies for leave need to be more transparent and more accessible.
5. Line managers are supportive but are inconsistent in terms of their knowledge of the policies and processes of arranging leave.
6. Some female staff feel the fact that they are on leave is not respected.
7. Female staff have mixed experiences with their transition back to work.

Parental leave and role

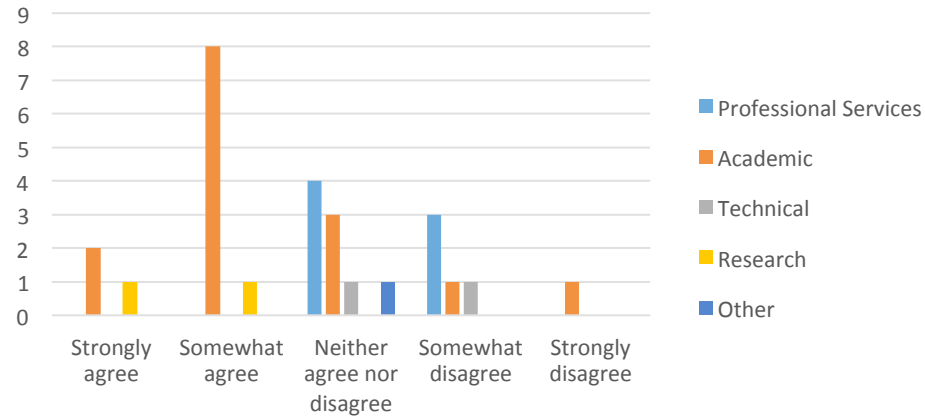


19 responders were academic staff, 8 staff were professional services (with 1 additional responder identifying as 'Admin').

Research (3) and technical staff (4) are rather under represented which makes the data from people who have experience with leave of limited use.

Parental leave and role: Those that have not taken leave

I believe taking parental leave would have a negative impact on my career.



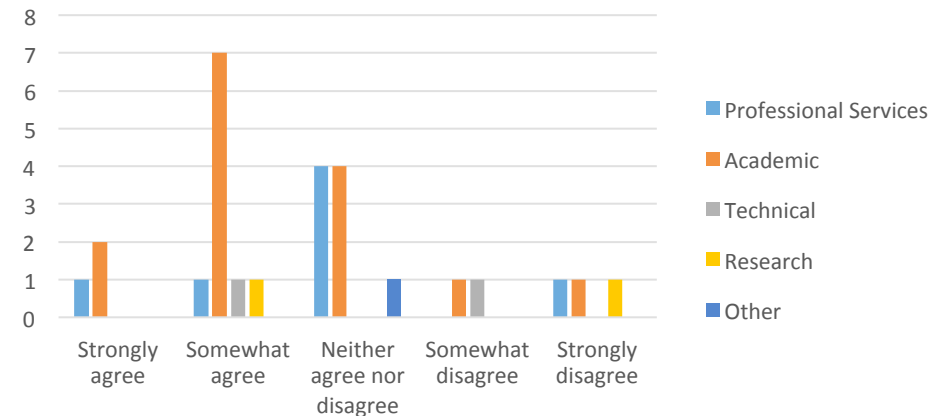
Academic and research staff largely feel that taking parental leave would negatively affect their career.

Indifferent or positive responses in other roles.

Modal response for academics is somewhat positive.

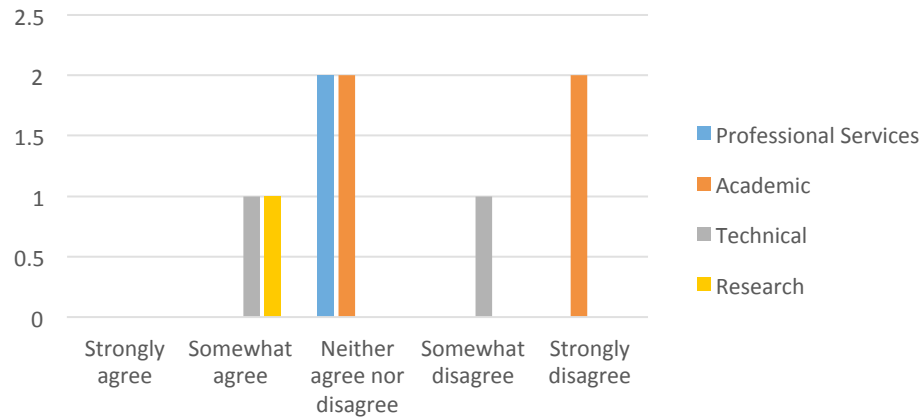
Rather a mixed response for other roles.

The policies on leave are transparent and the relevant information is readily accessible.



Parental leave and role: Those that have taken leave

I believe taking parental leave has had a negative impact on my career.



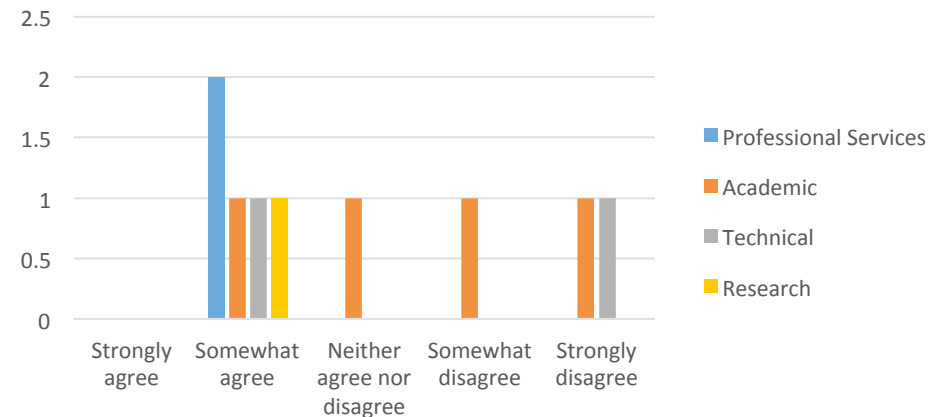
Academics that have taken leave feel that it has not had a negative impact on their career.

A member of research staff reports a negative impact.

Mixed results for transparency of policies.

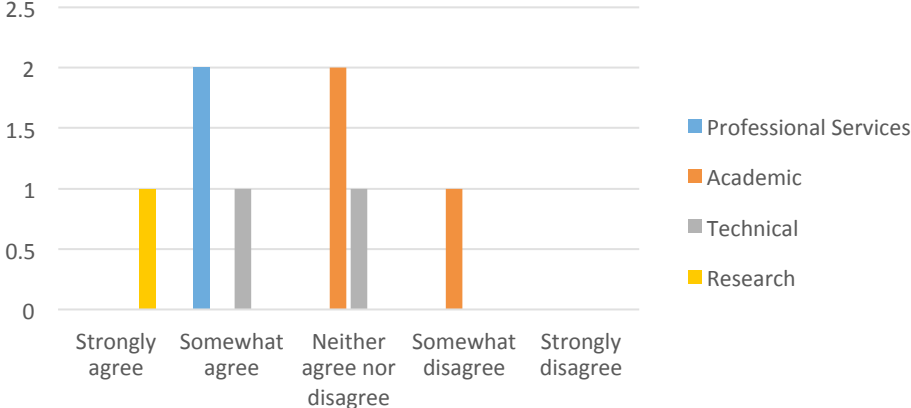
No responder strongly thought the policies were transparent and easily accessible.

The policies on leave are transparent and the relevant information is readily accessible.

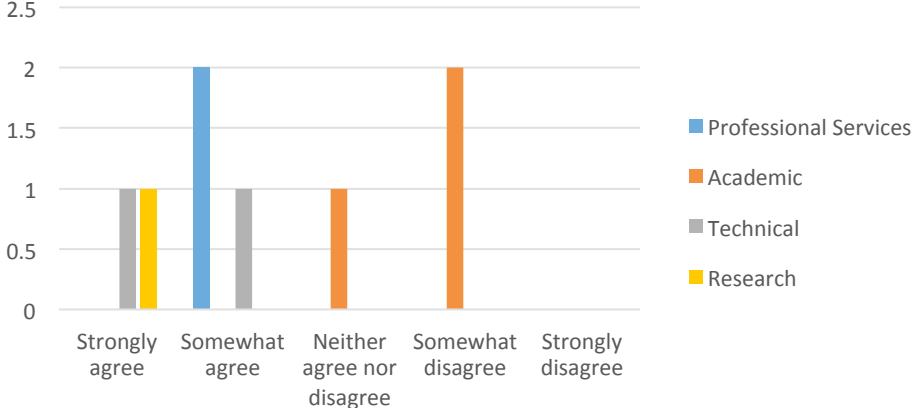


Parental leave and role: Those that have taken leave

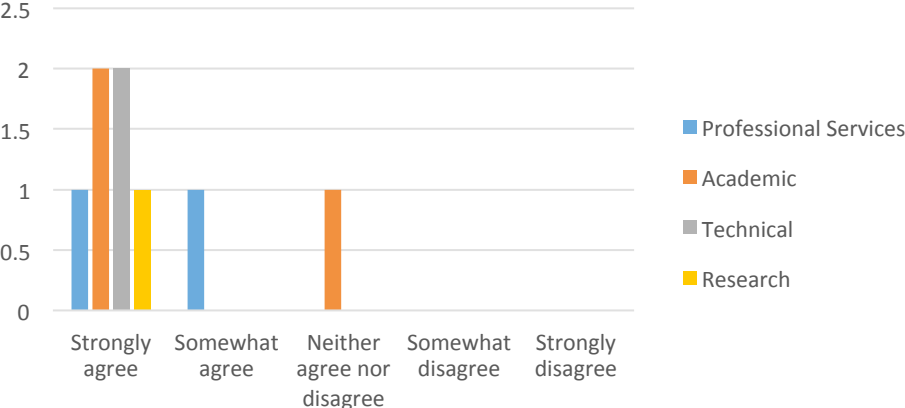
My line manager was aware of the policies on taking leave.



My line manager was aware of processes involved in arranging leave.



My line manager was supportive during the process of arranging leave.

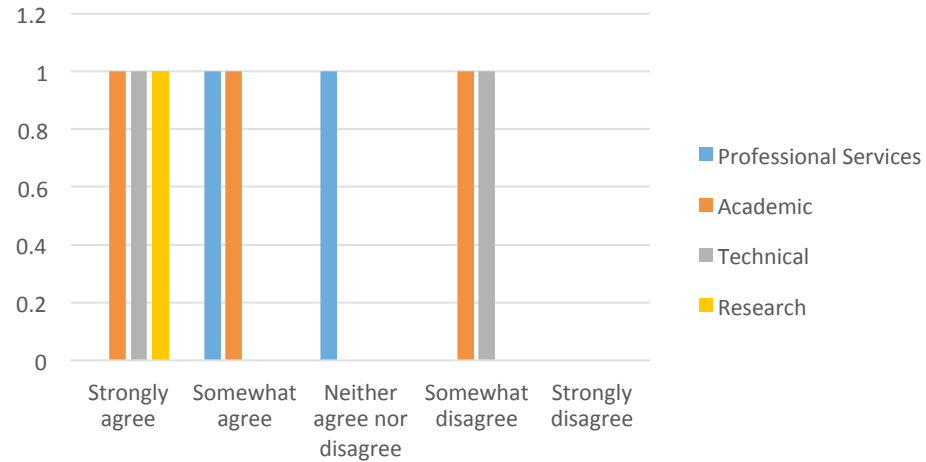


As before, there is a perception that line managers are supportive but not consistently aware of policies and processes.

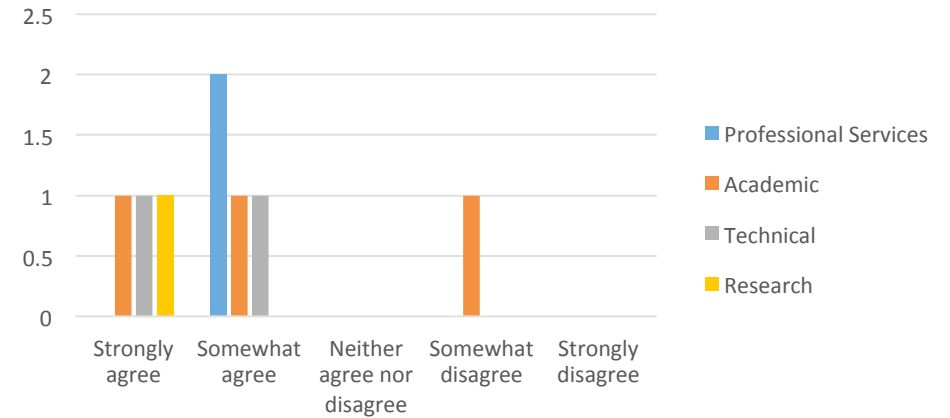
Inconsistencies are more apparent for academic staff.

Parental leave and role: Those that have taken leave

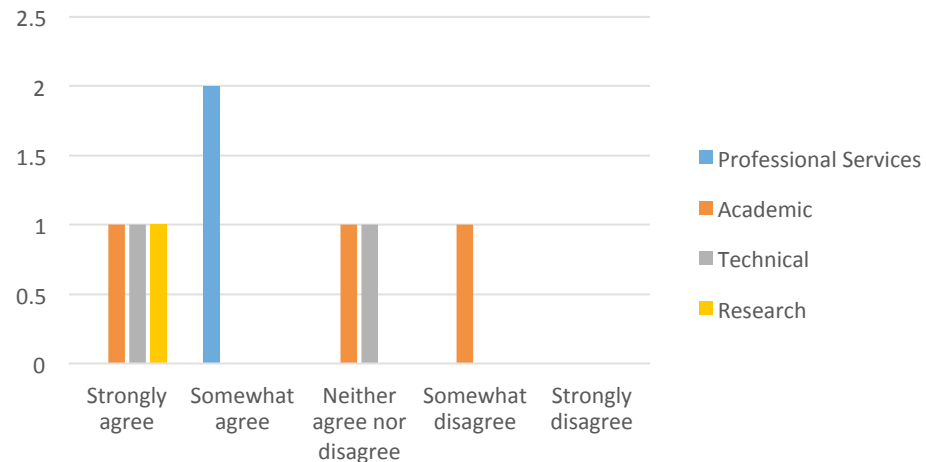
SBCS respected the fact that I was on leave.



I was able to maintain a level of contact of my own choosing.



My return to work was well managed.



We can say that there are inconsistencies in whether leave is respected and how the return is managed.

Inconsistencies are more apparent for academic staff.

People seem generally are happy with options to keep in touch during leave.

Parental leave and role: Conclusions

1. Academics who have actually taken leave mostly feel that it actually hasn't negatively impacted their career.
2. We need to get those that have taken leave to talk to those that have not.
3. There are considerable inconsistencies for academic staff. Line managers are generally supportive but not clear on policies and processes of leave.
4. Academic staff experience different levels of interaction during leave. Some feel leave is not respected, others that they cannot maintain contact.
5. Things seem more organized for professional services staff.

Q30 - Any other comments on Parental, Shared Parental and Adoption leave.

Any other comments on Parental, Shared Parental and Adoption leave.

I don't think that SBCS could do anything which would make me feel that taking time off to have a child would not be bad for my career. There are not actions which could be put in place which prevent it from negatively impacting my productivity and thus competitiveness in my position. **The impact on my career isn't to do with QMUL: it's to do with academia as a whole.**

I'm in process of giving a written notice of my pregnancy and it's being **absolutely impossible for me to get an appointment with HR before the written notice.** In addition, **it's not clear enough (in the documents available) if the parental leave is the same for grant-funded researcher than academics** for example.

Adoption leave time extremely shorter than the maternity leave. I cannot understand the reasoning behind this.

I've not taken parental leave at SBCS but did with a previous employer. It **inevitably has some effect on career progression**, because it is hard to avoid impact on publication record, etc that will affect chances in getting subsequent positions. I believe **we could do more to support parents through this period**, though it requires **honest conversations (in advance) about the likely impact** and then taking steps to try to reduce the impact through good planning and support.