

## Rights at Work

If you are working when you get pregnant, you should make sure you understand your rights. You will also need to talk to your employer about maternity leave and any adjustments that are necessary to keep you safe in the workplace. Some employers may offer additional maternity rights, such as extra healthcare benefits for expectant mothers.

Your legal rights when you are pregnant include:

1. Paid time off for antenatal care
2. Protection against unfair treatment, dismissal or discrimination
3. Protection of employment rights such as pay rises and paid holidays
4. A safe working environment for you and your baby
5. One year of optional maternity leave and two weeks of compulsory leave after giving birth
6. Maternity pay or maternity allowance

### While on leave you may be eligible for:

- Statutory Maternity Pay: paid to employees for up to 39 weeks, the amount can depend on your earnings.
- Maternity Allowance: may be available if you're a new employee, you're self-employed, or you've recently stopped working.

### You may also want to consider your partner's rights to:

- Paternity leave: usually 1-2 weeks of paid leave. Fathers should also be eligible for unpaid leave to attend two antenatal appointments.
- Shared Parental Leave: where you split the year of maternity leave between you and your partner.

You can find out more about your maternity rights from the gov.uk website. If you think you've been denied any of these rights, you can seek help from the Citizens Advice service.

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