Pregnant Students and Students with Infants and Young Children Policy

Version 6.0

Approved by the Board of Governors

Last Amendment: August 2026

The following policy sets out the support arrangements the School will make to support students who are pregnant or who have become parents of infants and young children**; it has been compiled with due regard for the Equality Act 2010.

This policy is aligned to the expectations and core practices of the Regulatory Framework for Higher Education; particular regard is given to the Code's accompanying guidance themes of Enabling Student Achievement; *England's Regulatory Framework for Higher Education* is the definitive reference point for all UK higher education institutions and sets out how academic standards are established and maintained and how the quality of learning opportunities is assured and enhanced.

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*The document owner is responsible for maintaining and updating the content of this document and ensuring that it reflects current practice at the School.

**The term infant, young child, and/or baby is used interchangeably and normally refers to children under the age of 5 years.

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1. INTRODUCTION

1.1. The London School of Science and Technology (LSST) believes that pregnancy or having an infant/young child should not be a barrier to applying for, commencing, succeeding, or completing an academic course of study. The School is committed to being as flexible as possible, providing academic standards are upheld. The special arrangements which can and should be made for students in these circumstances may vary depending upon the expectations of the programme of study.

2. THE SCHOOL'S COMMITMENT

2.1. This policy is based on a set of guiding principles, namely:

i. Avoiding less favourable treatment; the School and its staff will make sure they avoid treating the student (or applicant) less favourably than other students or applicants on the grounds of pregnancy or parenthood of young child.

ii. Taking a flexible approach; to supporting and facilitating the continued safe and high-quality learning experience for pregnant students and/or students who are the parents of a young child. (See Appendix 2 for further guidance). A student who is pregnant or has young children will be actively involved in constructing a support plan (see Appendix 4).

iii. Demonstrating a non-judgmental and sensitive approach; when supporting and working with students who are pregnant or who have young children, staff must take an open-minded and non-judgmental approach and must not attempt to influence a student's decisions. The role of staff is to provide context and advice to the student to enable them to make informed choices in relation to their learning and teaching experience.

2.2. Information provided by the student should be treated as confidential and only passed onto other staff on a need-to-know basis.

3. RIGHTS AND RESPONSIBILITIES

3.1. Confirming the Pregnancy

3.1.1. A student who believes they may be pregnant should consult their GP, to access all necessary health and wellbeing support and advice.

3.2. Informing the School

3.2.1. Students are strongly encouraged to inform the school as soon as possible if they become pregnant or have a child whilst they are a student. The Student Support Centre would normally be the first point of contact, but students can choose to speak to another member of staff with whom they feel more comfortable. If requested, Student Support Centre will identify a female member of staff to liaise with the student

(students should note that their Course Leader and Personal Tutor will be kept informed of the student's circumstances).

3.2.2. The School wishes to support students in their studies and ensure that any risks to pregnant women, parent and child are appropriately addressed but can only do so if students disclose their circumstances. Accordingly, the School cannot accept responsibility for the consequences of non-disclosure if the student decided not to share their circumstances.

3.2.3. In this respect, students should consider the following:

- There may be elements of a programme of study that could present a health and safety risk to a pregnant student and/or her unborn child. The School will not be able to arrange appropriate risk assessments unless it is aware of her pregnancy. (See also section 3.5).

- Pregnant students are encouraged to attend all pregnancy-related appointments and check-ups. Students should advise the teaching team if these are scheduled during lessons and or periods of assessment (e.g., Examinations). The Attendance will only be able to take proper account of the reasons for absence if they are notified of these.

- Sometimes, the absence of a student from the School can adversely affect the work of other students s/he is working alongside (for example, on a group presentation), Students should again notify the School, so that plans can be made to deal with any such issues arising from the absence to ensure the students and their peers are not placed at a disadvantage.

3.2.4. We encourage students to let the School know about their pregnancy (see 3:5) as soon as possible. Early notification allows the School to evaluate potential risks and implement necessary health and safety measures promptly. It also provides ample time for the School to develop and agree on a student support plan, make necessary preparations, and ensure proper communication.

3.2.5. When a student shares their pregnancy news with the School, it is vital that she receives consistent, unbiased support and advice to help her make informed decisions. Please note, the School may not be able to provide all advice related to pregnancy and maternity.

3.2.6. **In certain subject areas, particularly those which involve a placement in a health or education setting, students may be required to inform the placement provider of their pregnancy. Students should check the course handbook or contact their Course Leader for further advice.**

3.3. Mitigating Circumstances

3.3.1. Whilst pregnancy itself is not considered to be a mitigating circumstance, there may be circumstances where pregnancy-related issues (e.g., medical conditions associated with the pregnancy, or the unborn child) impact on a student's studies/assessment. In these cases, the student must use the mitigating circumstances procedure to report them to the School (and provide appropriate supporting evidence, which can be submitted in confidence, if necessary).

3.4. Drawing up the Learning in Pregnancy Support Plan

3.4.1. Once the student has told us she is pregnant, the Student Wellbeing Support and the Course Leader will meet with the student to discuss how the pregnancy is likely to impact on the student's study.

3.4.2. A written Learning in Pregnancy Support Plan Learning in Pregnancy Support Plan should be drawn up by the Student Wellbeing Support, Course Leader, and the student, detailing any special arrangements required during the student's pregnancy and the agreed timescale for her return to study. A template plan is included at Appendix 5.

3.4.3. It is essential that a risk assessment is carried out as a matter of urgency (see section 3.5 "Health and Safety" below).

3.4.4. Careful consideration must be given to the variety of ways in which the student can be enabled to continue her studies during her pregnancy or after the birth. For example, these might include:

- The date on which the student intends to start maternity-related absence.
- The length of maternity-related absence that the student intends to take and the date on which she intends to return (N.B. in this case, and in that above, these dates may need to be revised as circumstances dictate).
- Advice on where the student can locate learning and teaching resources missed for reasons related to the pregnancy.
- Use of the mitigating circumstances procedure in cases where meeting with timescales/deadlines for assessments coincides with a pregnancy- related health condition or birth.
- Any reasonable adjustments that may be required if the student will be sitting examinations (e.g., need for regular breaks).

3.4.5. The student interrupting her studies for a pre-determined amount of time. This period of interruption may be extended if the time required to complete the programme of study will still fall within the maximum time limit allowed for the programme either by the School (and/or, where applicable, professional bodies).

3.4.6. The Learning in Pregnancy Support Plan should also:

- Accommodate the student's antenatal care.
- Include a break from attending School of a month, (this period could start just before the baby due date for health and safety reasons).
- Include provision for re-integrating the student to the programme of study on return from any prolonged absence.

3.4.7. The student should receive a copy of the Plan, as should other appropriate member(s) of staff requiring this information including the student's Personal Tutor and the Course

Leader). The student must signify agreement with the plan in writing. The student's permission should be established before passing on information.

3.4.8. If the student continues to study during pregnancy, she should meet regularly with the Student Support and the Course Leader to review the Pregnancy Learning Support Plan. Plans will need to be reviewed at key stages, such as when the student is 16 weeks pregnant, 24 weeks pregnant, and prior to return to study, or at key points of the academic year, such as prior to examinations. Support plans will also need to be reviewed prior to the student's return to study. Regular review is important as some decisions cannot be made at the start of a student's pregnancy, for example the length of maternity-related absence that she will take.

3.5. Health and Safety

3.5.1. Pregnancy should not be equated with ill health. However, there are health and safety considerations that arise during pregnancy and breastfeeding, and the risks to which a student and the unborn child could be exposed need to be assessed.

3.5.2. The greatest risk to an unborn baby is during its first 13 weeks and so it is important that the student informs the School of her pregnancy as early as possible so that risks can be assessed, and any necessary health and safety measures can be identified and put in place in a timely fashion.

3.5.3. A Risk Assessment will be completed by the Operational Manager as part of the drawing up of the Student Support in Pregnancy Plan (see 3.4 above). The Risk Assessment will identify any risks that may be present in the learning and teaching environment which could harm the student or the baby, and detail steps that need to be put in place to alleviate or minimise these risks. It should also detail any risks that may arise from any placement period due to be undertaken (see also 3.6 and 3.7 below). A template plan is included at Appendix 4.

3.6. Students on Work Placement

3.6.1. If the student becomes pregnant whilst on a work placement, she must contact the School (via the Work placements Coordinator) to make appropriate plans to ensure that the students health, and that of the child, is safeguarded and academic progress is effectively managed. This is likely to require the School liaising with the placement provider. There may be circumstances where the School is limited in the support it can offer to the student. Where this is judged to present a particular risk to the student or the unborn child, they may be strongly advised to defer or interrupt her studies.

3.7. Resuming Studies

3.7.1. **LSST requires students to take a break from attending the School for at least two weeks immediately after birth, on health and safety grounds**.

3.7.2. An indication of the timescale for return to study will have been incorporated into the Learning in Pregnancy Support Plan. Students should contact the Student Wellbeing Support and the Course Leader after the birth of the baby to confirm their return plans or, if a change of plan is necessary, to discuss this in more detail.

3.7.3. If there are concerns about a student's health in relation to her proposed return date or the course requirements, the Course Leader must be consulted; it may be necessary for the student's GP or health worker to confirm the student's fitness to return to study.

3.7.4. Should there be concerns relating to the ongoing care needs of the baby, then the student may need to consider deferring her studies.

3.8. Financial Issues

3.8.1. Where students receive government funding support, they are strongly encouraged to contact the Finance Department to discuss the implications for their support. When students suspend their studies because of pregnancy Student Finance England can continue to award statutory support where the student requests it.

3.9. Babies/Children on Campus

3.9.1. Students must ensure they have suitable childcare arrangements in place at times when they are expected to be in the classroom or at activities related to their learning experience.

3.9.2. Please do not bring your children to LSST campuses; unfortunately, we do not have childcare facilities and cannot safely or appropriately accommodate nor care for children on campus.

3.10. Mothers Who are Breast Feeding

3.10.1. While we do not allow babies and young children on campus, we can arrange for facilities at each campus where you can comfortably and privately express breast milk (rest assured, this will not be a restroom). Please be aware that we cannot provide storage or disposal facilities for breast milk. We anticipate that you will bring your own insulated bag to store the expressed milk until you can take it home.

3.11. Support for Partners, Co-Parents, and Intended Parents

3.11.1. Any student who is to become a father, or any student who is a partner of a pregnant student (including same sex partners) who expects to be responsible for raising the child with the mother, will be entitled to request time out of study. This is likely to include time to attend necessary appointments with their partner prior to, and after the birth, as well as a period of parental support leave or authorised absence immediately following the birth or placement of a child.

3.11.2. Flexibility will be shown where possible although this will necessarily be more limited in some programmes than others.

3.11.3. Whilst the Course Leader would normally be the first point of contact, students can choose to speak to another member of staff with whom they feel more comfortable. If requested, the Student Wellbeing Support will identify a member of staff to liaise with the student (students should note that their Course Leader and Personal Academic Tutor will normally be kept informed of the student's circumstances).

3.12. Adoption

3.12.1. As arrangements for the placing of children for adoption may take place within a short timescale, it is important that students about to become parents through adoption should inform the School of their circumstances and intentions as soon as possible.

3.12.2. Whilst their Course Leader would normally be the first point of contact, students can choose to speak to another member of staff with whom they feel more comfortable (students should note that their Course Leader and Personal Academic Tutor will normally be kept informed of the student's circumstances).

3.12.3. A meeting with the student should then be arranged with the Course Leader and Student Wellbeing Support in which a Learning Support Plan can be completed; this can be based on the ""Pregnancy Support Learning Plan" where appropriate.

APPENDIX 1: Sources of Advice and Support Outside the School

Organisation	Support Available	Website / Contact Details
GOV.UK – Childcare	Information on pregnancy, maternity rights, childcare, benefits, parental leave, adoption and support available to parents in England.	https://www.gov.uk/browse/childcare-parenting
NHS	Information on pregnancy, maternity care, miscarriage, breastfeeding, mental health, adoption, and services available through the NHS.	https://www.nhs.uk
Student Finance England	Information on student finance, support during suspension of studies, Childcare Grant, Parents' Learning Allowance, Adult Dependants' Grant and other funding available to student parents.	https://www.gov.uk/student-finance
National Union of Students	Information, campaigning and guidance relating to student welfare, equality, student rights and cost-of-living support.	https://www.nus.org.uk
Brook	Confidential advice and information on sexual health, relationships, pregnancy choices and reproductive health.	https://www.brook.org.uk
British Pregnancy Advisory Service	Independent advice and support relating to pregnancy choices, contraception, abortion care and reproductive health services.	https://www.bpas.org
Adoption UK	Advice, support, training and information for adoptive	https://www.adoptionuk.org

	parents and families considering adoption.	
ARC (Antenatal Results and Choices)	Information and emotional support for people affected by antenatal screening results and pregnancy-related decisions.	https://www.arc-uk.org
Miscarriage Association	Support and information for anyone affected by miscarriage, ectopic pregnancy or molar pregnancy.	https://www.miscarriageassociation.org.uk
Sands (Stillbirth and Neonatal Death Charity)	Bereavement support, information and resources for anyone affected by the death of a baby before, during or shortly after birth.	https://www.sands.org.uk
Tommys	Pregnancy and baby charity providing evidence-based information on pregnancy, miscarriage, premature birth and stillbirth	https://www.tommys.org
Family Lives	Advice and support for parents and families, including parenting guidance, family wellbeing and confidential support services.	https://www.familylives.org.uk
Citizens Advice	Independent advice on benefits, housing, employment rights, finances and family-related matters.	https://www.citizensadvice.org.uk
Turn2us	Information on grants, benefits and financial support for people experiencing financial hardship.	https://www.turn2us.org.uk

Please note: External organisations, websites and telephone numbers may change over time. Students should refer to the organisation's official website for the most up-to-date contact details and information

APPENDIX 2: Further Guidance for Student Wellbeing Support

It is not possible to provide a definitive list of special arrangements that might be considered reasonable in every situation because the decisions about which arrangements are appropriate in each case will vary according to a wide range of factors. These factors include the student's individual circumstances, the time of year, the structure and content of the course, restrictions imposed by professional bodies and any related health and safety matters.

Staff members are advised to consider the following when considering what might be appropriate in each case:

- A student's own views on her options are especially important, and it is vital that staff consult her openly on the way forward, rather than seeking to implement a predetermined set of adjustments.

- At the same time, it is important to note that the School does not have to agree to any or all requests made by the student. There may be some situations in which it is impossible or unreasonable for the School to agree to a particular request.

- To ensure best practice, and avoid any inadvertent discrimination, the School should not normally decline a request from a pregnant student for special arrangements solely on grounds that they are too costly to implement (although this may be one factor considered when deciding on the overall reasonableness of meeting the request).

- If the School decides to decline a flexibility request from a pregnant student, it is considered good practice for the School to document its reasons for refusing the request and discuss with the student why this request is not considered "reasonable" in the circumstances.

- In cases where deferring her studies would lead to a student taking longer to complete a programme than would normally be permissible, the School may decline a request for further time out from studies (to ensure that the information gained in previous parts of the programme remains current enough to count towards the qualification in question). However, in these circumstances the School should still strive to demonstrate a flexible approach, where practicable, in relation to this deadline for programme completion, whilst ensuring that the student does not exceed the overall time limit allowed for her programme of study by the School or a relevant professional body.

Staff members are also welcome to seek bespoke advice on what might constitute appropriate flexibility in a particular case from the Student Wellbeing Support Centre.

Occasionally, a situation may arise in which the School is already making allowances for an individual student for reasons not related to pregnancy (for example, for reasons linked to disability). This does not mean that it is unreasonable for her to benefit from separate/additional flexibility relating to her pregnancy. It is important that, in these situations, the School strives to separate out these different issues and clarify with the

student what flexibility relates to which reasons. This approach will help the School to ensure that the flexibility remains in place only for as long as it is required and that they are complying with all the different pieces of anti-discrimination legislation.

APPENDIX 3: Legal Protection for Students During Pregnancy and Maternity

(Source: Equality Challenge Unit: Student pregnancy and maternity: implications for higher education institutions)

The Equality Act 2010 significantly strengthens legal protection for students (including applicants to higher education) during pregnancy and maternity in England, Scotland, and Wales. The Act considers pregnancy and maternity to be a protected characteristic and prohibits discrimination on these grounds.

Section 17 of the Act expands the protection from discrimination on the grounds of pregnancy and maternity, which already exists for women in the workplace and vocational training, to women outside the workplace. In doing so, the Act specifically mentions the higher education sector. Under the Act, discrimination can occur against a student because of pregnancy or because she has given birth if:

- the student is treated unfavourably because of her pregnancy;
- within 26 weeks of the day of giving birth the student is treated unfavourably because she has given birth; this also applies in cases of miscarriage, still birth and neonatal death provided more than 24 weeks of the pregnancy has lapsed;
- the student is treated unfavourably because she is breastfeeding, and the child is less than 26 weeks old; if the child is more than 26 weeks old, unfavourable treatment because of breastfeeding is likely to constitute sex discrimination.

The protection afforded due to pregnancy and maternity is narrower than other protected characteristics under the Equality Act 2010. Consequently, there is no protection afforded for discrimination that occurs by being associated with someone who is pregnant or in a period of maternity or being perceived to be pregnant or in a period of maternity. However, if a woman's partner is treated unfavourably because of her pregnancy or because she has given birth, this may constitute sex discrimination.

Under the Act, it is unlawful for HEIs to discriminate against applicants and students in relation to admissions; the provision of education; access to any benefit, facility, or service; and disciplinary proceedings. The protected characteristic of pregnancy maternity is included in the public sector equality duty (PSED) of the Equality Act. The PSED requires HEIs to have due regard to the need to:

- eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Act,
- advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it,
- foster good relations between people who share a relevant protected characteristic and people who do not share it.

APPENDIX 4: Pregnancy Risk Assessment

Pregnancy Risk Assessment
(To be completed by Operational Manager with student)

Name …… **Student Number**……..

Programme …… **Stage**……...

Due Date ……. **Date of Assessment** ……

Pregnancy health and safety check sheet

	YES	NO
1 – Physical demands		
Does the programme involve lifting or pushing heavy objects?		
Does the programme involve standing or squatting for extended periods?		
Does the programme involve a lot of walking?		
Does the programme involve working at heights or climbing steep steps?		
Does your programme involve prolonged physical activity e.g., dance		
Does your programme involve accessing areas with limited space?		
Will any tasks become more hazardous as the student changes size and shape?		
2 – Mental demands		
Does the programme involve meeting challenging deadlines?		
Does the programme involve rapidly changing priorities and demands?		
Does the programme require a high degree of concentration?		
3 – Facilities – general		
Are there any issues with accessibility to toilet facilities?		
Are there any limitations to taking toilet breaks?		
Can the student take rest breaks when needed?		
Can the student control the pace of her work?		
3 –*Facilities– general – continued.*		

	YES	NO
Are there any obstacles in corridors or offices that could cause problems for pregnant women e.g., in the event of a fire evacuation?		
Is the student exposed to smoking on campus?		
Is the temperature in her class reasonable?		
Will there be enough room as the pregnancy develops?		
4 – Equipment Hazards		
Does any part of the programme require participation in any workshops, laboratories, or clinical skills to be exposing the student to of the following?		
Vibration		
Noise		
Heavy Machinery Other		
5. Other		
Does any part of the programme involve off campus activities e.g., Work placements?		
If so, has the work placements coordinator been informed?		
Are there any other issues not identified above (please note in the comment box below)		

Any further comments made by student e.g., aches/pains health problems being experienced: (Continue on separate sheet if necessary)

APPENDIX 5: Learning in Pregnancy Support Plan

Note: This form is to be completed by Student Wellbeing Support and the Course Leader together with the student.

This form aims to guide discussions with students during pregnancy and maternity. It should be completed and agreed with the student. It is not intended that all the form should be completed at a first meeting as initially a student will be unable – and should not be expected – to respond to all the issues raised.

The form should be reviewed at key stages (e.g., 16 weeks pregnant, 24 weeks pregnant, and prior to return to study); or at key points of the academic year (e.g., prior to examinations and field trips). If the student's circumstances change, the plan will also need to be reviewed.

(Form overleaf)

London School of Science and Technology

Student Pregnancy and Support Maternity Plan

Part 1: Declaring a pregnancy

Contact details		
1	**Student's details**	
	Name	
	Telephone	
	Address	
	Email address	
	Student ID Number	
3	**Course details**	
	Course title	
	Year of Course	
	Course Leader	
	Personal Tutor	
2	**Emergency contact details**	
	Name	
	Telephone	

Key dates (Student Wellbeing Support) (To be reviewed and added to over the course of pregnancy)		
3	**Expected due date:**	
4	**Antenatal Appointments (list as necessary):**	
5	**Date of Meeting with Student Support Adviser:** **Name of Staff member:** **Date:** **Contact:** **Notes** Please include notes of your conversation and any recommendations for other teams/departments to consider.	

Health and Safety Assessment (Operational Manager)		
6	**Staff member name:**	
7	**Date:**	
8	**Has a Health and Safety Risk Assessment been completed?**	Yes / No
	Please provide details of the outcome of the risk assessment or attach notes where necessary.	

Part 2: Support on the course

This section should be completed by the Programme Leader. The purpose of this section is to note what arrangements can be made to support the student on the course and to manage the student's maternity leave.

This section can be updated over time, depending on the needs of the student.

Managing Attendance (Course Leader/ Tutor)	
9	Please outline the agreed arrangements to enable the student to 'catch up' on any missed lectures or seminars. You may want to consider referring the student to the Academic Support Centre or offering additional tutorials, providing lecture or seminar notes / video files.
Assessments (Course Leader)	
10	**Staff member name:**
11	**Date:**
12	**Dates of scheduled assessments taking place prior to due date:**
13	**Does the student foresee any challenges to completing assessed work due to their pregnancy?** Yes / No
14	**Has the student been informed of the Mitigating Circumstances Procedure?** Yes / No
15	**Notes:**
16	**Please attach the results of any Mitigating Circumstances applications.**

Students on placement (Course Leader)		
17	**Is the student required to undertake a placement whilst pregnant?**	
18	**Staff member name:**	
19	**Date:**	
20	**Notes** Please set out arrangements for ensuring the student is supported during the placement, e.g., agreeing time off for appointments, pregnancy related sick leave, ensuring health and safety assessments are undertaken. Who is responsible for liaising with the placement provider?	
21	Will the student be able to complete her placement?	
22	If not, what alternative arrangements will be made?	

Parental leave (Course Leader)		
Students are encouraged to notify the School as early as possible to enable appropriate support arrangements to be put in place		
23	**Expected date of parental leave commencing:**	
24	**Expected date of return:**	
25	**Has the student submitted a request to defer the course?**	

Returning to study (Course Leader)		
26	**Date of return:**	
27	What support will be provided to the student on their return to study? (e.g., Support from tutor or Academic Support Centre)	

Informing other staff and students		
28	Who will need to be informed about the student's pregnancy and when would the student like them to be informed?	
	Name and title	**Date**

APPENDIX 6: Glossary of Terms

A

Academic Support Centre
The LSST service that provides academic guidance and learning support to students.

Adoption
The legal process through which a person or couple becomes the permanent parent(s) of a child.

Antenatal Care
Healthcare, advice and support provided during pregnancy to monitor the health and wellbeing of the pregnant individual and baby.

Applicant
A person who has applied to study at LSST but has not yet enrolled as a student.

ARC (Antenatal Results and Choices)
A UK charity that provides information and support to people undergoing antenatal screening and testing.

B

Breastfeeding
The feeding of a baby with breast milk, either directly or by expressing milk for later use.

C

Childcare Grant
Financial support available through Student Finance England to assist eligible students with childcare costs.

Course Leader
The member of staff responsible for overseeing a specific programme of study.

D

Deferral of Studies
An approved temporary break from a programme of study, usually with the intention of returning at a later date.

Discrimination
Unfair or less favourable treatment based on a protected characteristic, including pregnancy and maternity under the Equality Act 2010.

E

Equality Act 2010
The legislation that protects individuals from discrimination, including protection for students during pregnancy and maternity.

Expected Due Date (EDD)
The estimated date on which a baby is expected to be born.

F

Family Lives
A UK charity that provides parenting support, advice and family wellbeing services.

Fitness to Study
A student's ability to participate safely and effectively in their programme of study.

G

General Practitioner (GP)
A registered medical doctor who provides primary healthcare services.

H

Hardship Fund
Financial support provided by an institution to assist students experiencing unexpected financial difficulties.

Health and Safety Risk Assessment
A structured assessment used to identify and manage risks that may affect a pregnant student, their baby, or a breastfeeding parent.

I

Interruption of Studies
A temporary suspension of a student's studies for an agreed period.

L

Learning in Pregnancy Support Plan
A documented agreement between LSST and a student outlining support arrangements during pregnancy, maternity-related absence and return to study.

M

Maternity
The period relating to pregnancy, childbirth and the time following birth.

Maternity-Related Absence
An agreed period during which a student temporarily suspends attendance or engagement with studies due to pregnancy, childbirth or recovery following birth.

Miscarriage
The loss of a pregnancy before 24 completed weeks of gestation.

Mitigating Circumstances
Exceptional circumstances beyond a student's control that may affect academic performance or assessment.

N

National Health Service (NHS)
The publicly funded healthcare system of the United Kingdom.

Neonatal Death
The death of a baby within the first 28 days after birth.

P

Parental Leave (Student)
An agreed period of authorised absence or interruption of studies taken by a student due to the birth, adoption or arrival of a child.

Partner
A spouse, civil partner or significant partner, including same-sex partners, who shares responsibility for the care of a child.

Personal Tutor
A designated member of staff who provides academic and pastoral support to a student.

Placement Provider
An external organisation offering practical learning or work-placement opportunities as part of a programme of study.

Pregnancy
The period during which a person carries a developing baby before birth.

Protected Characteristic
A characteristic protected by the Equality Act 2010. Pregnancy and maternity are protected characteristics.

R

Reasonable Adjustments
Appropriate changes or support measures implemented to remove barriers and enable a student to continue their studies successfully.

Return to Study
The process through which a student resumes their programme after maternity-related absence, parental leave or interruption of studies.

S

Sands
The UK charity providing support to anyone affected by the death of a baby before, during or shortly after birth.

Stillbirth
The death of a baby after 24 weeks of pregnancy and before or during birth.

Student Finance England (SFE)
The government-funded organisation responsible for providing financial support to eligible higher education students in England.

Student Wellbeing Support
LSST's service supporting students with wellbeing, welfare and personal circumstances that may affect study.

T

Tommy's
A UK pregnancy and baby charity providing evidence-based information and support relating to pregnancy, miscarriage, stillbirth and premature birth.

U

Unfavourable Treatment
Treatment that places a person at a disadvantage because of a protected characteristic such as pregnancy or maternity.

W

Work Placement
A period of supervised learning undertaken within an external organisation as part of a programme of study.

Wellbeing
A person's overall physical, mental and emotional health and welfare.

VERSION HISTORY

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Revised by:	Quality Audit Manager	
Revision summary:	*Minor amendments and updated external references in Appendix 1: document formatting. Changes reviewed by the Publications Committee and Executive Committee.*	
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Version	**2.3**	
Revised by:	Quality Unit Head of Student Lifecycle	
Revision summary:	*Annual review and update.*	
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Version	**2.4**	
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Revision summary:	*Annual review and update.*	
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Version	**2.5**	
Revised by:	Quality Unit Head of Student Lifecycle	
Revision summary:	*Annual review and update; Additions made to 'Confirming the Pregnancy;' Minor grammatical errors throughout.*	
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Revised by:	Quality Unit Head of Student Lifecycle	
Revision summary:	*Annual review; version control applied*	
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Version	**4**	
Revised by:	Quality Unit Head of Student Lifecycle	
Revision summary:	*Annual review and update, title change, section 3.10 added on Mothers Who Are Breastfeeding, minor grammatical corrections, document format applied, version control applied.*	
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Version	**5.0**	
Original author(s):	Head of Student Support	

	Head of Student Lifecycle	
Revised by:	Quality Unit	
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Original author(s):	Head of Student Support Head of Student Lifecycle	
Revised by:	Quality Unit	
Revision summary:	***Annual review and update –*** *Gender-specific language replaced with gender-neutral language throughout policy. Appendix 1 on sources of advice and support outside the school updated. Minor grammatical corrections, document format applied, version control applied.*	
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