

Maternity Policy

We are committed to supporting you during this exciting time of becoming a parent. This policy sets out the support you will receive and the benefits we offer at Landsec.

How much maternity leave are you entitled to?

The maximum leave is 52 weeks – that’s regardless of your working hours or length of service. You can take less than 52 weeks’ maternity leave if you want to, but you must take at least 2 weeks following the baby’s birth.

How much maternity pay are you entitled to?

Dependant on service, we offer 26 weeks of full pay. Your entitlement for your maternity would break down as follows:

- 1) 26 weeks of your full basic pay (inclusive of Statutory Maternity Pay)
- 2) 13 weeks of Statutory Maternity Pay.

Summary of the support offered

Before	Time off for antenatal care	Contact, advice and support from HR	Contact and support from Line Manager	Support via the Employee Assistance Programme
	Health and safety risk assessment			
During Maternity Leave	Up to 52 weeks of maternity leave. 26 weeks full pay for those who qualify.			
	Retention of benefits during your maternity leave			
	10 Keeping in touch days			
After Maternity Leave	Flexible date of return up to the end of 52 weeks			
	Right to apply for Shared Parental Leave			
	The right to request flexible working on return			