



## STUDENT PREGNANCY AND MATERNITY POLICY

<b>Functional Category</b>	
<b>Approval Date</b>	2020
<b>Effective Date</b>	2020
<b>Policy owner</b>	Rector
<b>Policy Administrator</b>	The Head of Women Council
<b>Last revision date</b>	2022
<b>Next revision date</b>	

## **1. Introduction**

This Policy provides advice and guidance to:

- Students who become pregnant during their studies, to their partners, and to those who have recently become parents (e.g. through adoption) on issues related to their study
- University staff members who may have a role in advising students coming to them with these issues.

## **2. Scope of the Policy**

The policy covers any student who becomes pregnant during her studies, and students who are about to become fathers.

It also covers any student who is the partner (including same sex partner) of someone who is pregnant and expects to be responsible for the child, and any student becoming a parent (e.g. through adoption) of a child.

## **3. Policy Statement**

The University believes that becoming pregnant or caring for a child should not, in itself, prevent any student from succeeding in their studies. The University is committed to showing as much flexibility as possible to facilitate a student's success, making sure no student is disadvantaged as a result, whilst maintaining academic standards. The degree of

The health and safety of a pregnant student will be of paramount importance at all times, and all students covered by this policy should be dealt with in a sensitive, non - judgemental and confidential manner. Only members of staff who need to be informed for valid reasons will be informed of a student's circumstances and this will be done only with the student's prior consent.

*The policy focuses primarily on study-related matters, but sources of help and advice on related issues can be found at the end of the document.*

## 4. Rights and responsibilities

This section covers rights and responsibilities for students, staff and the University

### 4.1 For students who are pregnant during their studies

#### 4.1.1 *Confirming the pregnancy*

If a student discloses her pregnancy, the University does not need to ask for proof. If the University needs to consider the impact of the pregnancy on the student's attendance or academic attainment, it can ask for evidence in the form of appointments and letters from the student's midwife or GP.

Not all students will continue with their pregnancy to full term. Therefore information concerning a student's pregnancy should be treated sensitively and only passed on with the student's consent. If a student decides to terminate the pregnancy, or miscarries, this information need not be disclosed to the University. Any absence from the University required as a result should be classed as 'sick leave' but there is no need to give the specific reason.

#### 4.1.2 *Contacting the academic department*

If the student plans to continue with her pregnancy, it is advised that she let someone in her University know as soon as possible. Whilst the personal tutor would normally be the first point of contact, the student may choose initially to speak with another member of staff with whom she feels more comfortable. However students should note that the personal tutor will need to be informed as soon as possible so that appropriate support can be put in place.

The University can only make provision for the student if she lets a member of staff know that she is pregnant.

#### 4.1.3 *Implications for study*

A member of university staff will meet with the student to discuss how the pregnancy is likely to impact on her study and may carry out a risk assessment (**see 4.1.7**). There may need to be an interruption of studies depending on when the baby is due, and the student will decide, with appropriate advice, (1) whether an interruption (suspension) of studies is needed and (2) if so, the time period this needs to cover. This decision needs to take into account the academic requirements of the student's course. The student should then be directed to the Head of [Student Support](#) in Student Services or [Women's Council](#) for further advice and to complete the interruption of studies.

If the student continues to study during her pregnancy, she should meet regularly with her Personal Tutor or other designated member of staff, to assess the effectiveness of any special arrangements put in place. Where necessary, further adjustments can be made.

#### ***4.1.4 Assessments and Examinations***

If a student is due to give birth near to or during assessment deadlines or the examination period and wishes to complete her work or sit her examinations, she should not be prevented from doing so. At all times the student's health, safety and well-being should be paramount. In examinations, pregnant students may require rest breaks and may need more frequent visits to the lavatory. They may also require a more comfortable and supportive chair, or other adjustments depending on the nature of the examination.

If a student is concerned about sitting examinations or meeting assessed work deadlines, or if she has a pregnancy-related health condition that is exacerbated by stress, she should be advised to seek advice from her midwife or GP. If the advice is that she should not sit an exam or try to meet a deadline, an alternative method of assessment should be explored, in accordance with the [University's academic department](#).

#### ***4.1.5 Field work***

Where the student plans to take part in field work as part of her studies, this should be included in the risk assessment carried out by the university as there may be particular risks associated with the field work; the student should discuss this fully with an appropriate member of staff.

From the start of the 7th month of pregnancy, students will only be permitted to take part in field work after a risk assessment is undertaken, taking into account the nature of the field work involved and the health of the student. Students will not be permitted to take part in field work after 35 weeks of pregnancy.

#### ***4.1.6 Babies/Children on Campus***

Students may bring babies and children into public areas of the University. They can also be brought into 1:1 meetings with the member of staff's permission. Students can also bring babies and children into areas or activities that have been approved by the Head of Academic department following a risk assessment of the location and/or activity.

Students must ensure they have suitable childcare arrangements in place at times when they are expected to be at University for scheduled teaching or research activities. Students must not bring babies or children to University with the expectation that a staff member or fellow student will take responsibility for caring for the child whilst the student is in classes. In an emergency students can bring children to lectures, but usually not to small group seminars or tutorials.

But the mother students may care their children in [childcare room](#) in campus.

The University's aim is to have a flexible approach, but lecturers can refuse access for one or more of the following reasons; 1. The presence of a child would be disruptive. 2. There are health & safety concerns, 3. The topic of the lecture would be inappropriate for a child. 4. The child has been excluded from a school or nursery because it has an infectious condition. In all circumstances students are wholly responsible for the supervision of their child. Students must ensure the safety of their child at all times and the child must never be left on their own.

## **5. Supporting the student**

There are a number of measures that can be used in order to enable the student's continuation of study for as long a period as is safe and to support the student before and after a period of interruption of studies.

These include:

- Allowing time out of study (for a pre-determined amount of time) for the birth and a period of time thereafter; for extended periods of absence an interruption of studies should be arranged (through Student Services for undergraduates and course Director or Supervisor for postgraduate students)
- Prior to and after the birth, giving permission for periods of absence for medical appointments, and making arrangements for the student to catch up on missed classes
- Extensions to deadlines can be authorised if the student's circumstances make it difficult for them to be met.
- Allowing resit examinations to be counted as first attempts where the pregnancy or birth prevents the student from taking them at the usual first attempt
- Offering support to help the student reintegrate to their studies after any period of prolonged absence

It is important to take the views and wishes of the student into account, rather than applying a standard set of arrangements. All decisions taken should be based on discussion with the student.

Whilst an appropriate degree of flexibility should be exercised, care must be taken to ensure that academic standards are not compromised. A balance must be achieved between ensuring the student is not disadvantaged and giving undue special treatment. It is not necessary for the University to grant every request made, although efforts should be made to meet reasonable requests.

## **6. Sources of information and help**

*WOMEN'S COUNCIL OF TSUULL*

<http://tsuull.uz/en/content/womens-council-tsuull>

STUDENT'S UNION

<https://tsuull.uz/en/content/students-union>

DEPARTMENT OF YOUTH AFFAIRS, SPIRITUALITY AND EDUCATION

<https://tsuull.uz/en/content/department-youth-affairs-spirituality-and-education>

