

Equal Opportunities in the Workplace – Parents in Employment

Course length: 45 mins*

Course Code: 103080BT011

This course gives a comprehensive overview of the employment rights of mothers, fathers and adoptive parents.

Benefits for the Learner

The current Government is committed to creating more choice for all working parents. Recent legislation has been designed to help birth and adoptive parents of both sexes better control the balance between work and time spent with children, whilst ensuring that the needs of business are met.

This course will help you to ensure that your organisation complies with the law by ensuring that employees with parental responsibilities enjoy the same opportunities in the workplace as non-parents.

Benefits for the Business

Perhaps your business already has working practices in place to support parents. But it is vital that you ensure you keep fully up-to-date with changes to your legal responsibilities.

The Employment Act 2002, for example, gives working parents more flexibility and time off at work. It provides mothers with extended maternity leave, fathers with paternity leave and some parents with the 'right to apply for flexible working'.

This course guides you through the most recent legislation, explains the protection and rights it affords parents, the duties you have as an employer and the importance of treating all your employees fairly and equally.

What Does the Course Cover?

- Compulsory Maternity Leave
- Ordinary Maternity Leave
- Additional Maternity Leave
- Returning to work part-time after Maternity Leave
- Statutory Maternity Pay
- Maternity Allowance
- Statutory Paternity Leave
- Statutory Paternity Pay
- Adoption Leave
- Parental Leave
- Time off for family emergencies

How Long Does the Course Take?

You can work through this course at your own pace. It should take you around 45 minutes to complete.

*Courses are accessible for six months from the date of purchase.