

CC CLEVELAND COLLEGE OF **AD** **ART & DESIGN**

Student Pregnancy, Maternity, Paternity and Adoption Guidance

Cleveland College of Art & Design is committed to ensuring that it adheres fully to all aspects of the Equality Act 2010, and does not treat a student (or applicant) less favourably than other students or applicants on the grounds of pregnancy, maternity or paternity.

The College's intention is to provide students who are pregnant or who have caring responsibility for very young children (which is defined as children who are breast feeding or who are under 6 months old) with access to relevant support services and appropriate study-related adjustments in order to ensure that these matters are not in themselves barriers to starting, succeeding in, or completing a programme of study. It should be noted that the College does not offer any nursery or crèche provision, and is unable to assist with this.

The College is committed to being as flexible as possible, whilst at the same time, making sure that any accommodations made for the student do not compromise academic standards, or place unreasonable demands on the student. Pregnancy in itself is not accepted as a mitigating circumstance as learning can and should be planned around the pregnancy. However if there are complications or difficulties with the pregnancy a case may be made for mitigating circumstances.

Students are strongly encouraged to disclose a pregnancy as early as possible to an appropriate member of staff (e.g. Programme Leader, Student Services) to discuss the support available and to enable a risk assessment to be undertaken to ensure that no aspect of the student's programme of study represents a risk to the health and wellbeing of the student or their unborn child. Students must notify the College no later than 15 weeks before their expected due date and provide appropriate supporting evidence, if they would like to take a maternity or paternity absence from their studies. Students should note that the College will normally expect a student to need a period of intermission from studies (likely to be a full academic year) to cover the period of late pregnancy and early maternity.

Students are responsible for contacting the Student Loans Company, and any other organisation that is likely to be impacted, to inform them of a change in circumstances.

The same rights and principles apply to any students who seek to adopt. Students who are considering adoption should notify the College as soon as possible, and under no circumstances later than 15 weeks before the expected date of adoption, so that suitable arrangements can be made.