

INFORMATION FOR PROSPECTIVE NEW PARENTS AT LMCB

During pregnancy

Things to do and consider as soon as you find out you are expecting a child.

Let Paul Topham know as soon as possible to go over any special health and safety precautions

Returning to work is a difficult time, balancing work and childcare. Here are some facilities and policies provided by the LMCB to ease this transition process.

Breastfeeding/expressing. Children and babies are welcome to visit the LMCB, but they should not be taken into laboratories. Breastfeeding is welcome in any of these areas: offices, tearoom, meeting rooms, but not in laboratories or lavatories. For mothers who prefer to use a private space to feed or express, we provide a few rooms for this: core staff tea room (ground floor), Sara Mole's office (B.105), and Paul Topham's office, when these are not in use. A sign can be picked up from reception to be placed on the door of the room to indicate it is being used for feeding/expressing. In the unlikely circumstance that all of the 3 above rooms are busy, UCL also has designated rooms for this: <http://www.ucl.ac.uk/hr/docs/breastfeeding.php>. The fridge in the core staff tea room can be used for storing milk.

Baby changing facility. There is a baby-changing table provided in the ground floor disabled toilet.

Flexible working hours. LMCB is supportive of flexible working hours to accommodate for childcare duties, but please discuss any special requests with your line manager first.

Seminars and meetings during core hours. All seminars and meetings are scheduled to take place during the core hours of 10am-5pm such that staff with children are not inconvenienced.

Especially for Partners

Parental leave can be split between the parents. Apart from the compulsory two week period to be taken by the mother, following the birth of the child, the remaining, maximum of 50 weeks, can be shared between the parents. The leave must be taken during the 12 months following the birth (or adoption) of a child but apart from that is completely flexible. For more details please visit;

<http://www.ucl.ac.uk/hr/docs/parental-leave.php>.

Caring for your child is extremely rewarding, but it takes a lot of your time, especially in the early days when things are very unpredictable. Take the time to enjoy the very special early days not only with your child but also being at home with the family, and don't think about work for a while (weeks!). Once you have established a routine you can start thinking of balancing this with work. Initially be flexible with how much time you spend on work (limit any commitment to work, i.e. meetings, conferences, talks, etc.) whilst you learn to adapt work:life balance. Talk to line-manager and take the leave entitled. Academic research allows flexible working hours and is therefore very well suited to accommodate for childcare duties, but please discuss any special requests with your line manager first.

Support @ LMCB

There is enough collective experience @LMCB

are willing to share their experiences. Yanlan and Rob de Bruin are happy to help with any concerns you may have.

Finally

Congratulations, you are about to embark on a great adventure – yes, it will be challenging but also very rewarding. Academic science as at the LMCB is one of the most flexible careers.

Other Useful links

Safety Services Guidance for Pregnant workers

http://www.ucl.ac.uk/estates/safetynet/guidance/pregnant_workers/index.htm

UCL Parental Leave Policy

<http://www.ucl.ac.uk/hr/docs/parental-leave.php>

UCL Parents and Carers Network (PACT)

<http://www.ucl.ac.uk/hr/equalities/gender/pact.php>

Support for working parents and carers

<http://www.ucl.ac.uk/hr/equalities/gender/guidance%20on%20supporting%20working%20parents%20and%20carersFINAL.pdf>

Health and Safety Executive: FAQs on pregnant workers

<http://www.hse.gov.uk/mothers/faqs.htm#q3>