

Report on Women's Progress Measures



University as a body have a paternity policy that supports women's participation by ensuring that non-gestational parents can participate in childcare duties

Year 2024-25



SDG-5

GENDER EQUALITY

University as a body have a paternity policy that supports women's participation by ensuring that non-gestational parents can participate in childcare duties

The University gives eligible non-gestational parents among its faculty and staff paid paternity or co-parent leave at the time of childbirth or adoption, so that both parents can share early childcare and the gestational parent's return to work is easier.

The leave is applied for through HR in the same way as maternity leave and is processed against the employee's service record. The Dean or Head of Department is informed so that workload can be planned for the leave period, as is done for maternity leave.

The policy document is attached.



DOCUMENTS REQUIRED

- ✓ Paternity/co-parent leave policy

