

## Support Services

If you think that you may be the victim of discrimination on the grounds of your pregnancy and maternity or you wish to discuss or report a specific issue please contact Claire Gaygan (Head of Student Services) on Ext 272 or [claire.gaygan@stokesfc.ac.uk](mailto:claire.gaygan@stokesfc.ac.uk)

You may also wish to discuss the implications of pregnancy and maternity equality legislation with the Personnel dept.

All discussions will be treated with utmost confidentiality and sensitivity.

## Further Information

The College's Single Equality Scheme can be obtained from the Personnel dept. or from C Gaygan.

The Equality Act 2010 can be viewed in full at [www.legislation.gov.uk/ukpga/2010/15/contents](http://www.legislation.gov.uk/ukpga/2010/15/contents)

The Equality and Human Rights Commission (EHRC) can be accessed at [www.equalityhumanrights.com](http://www.equalityhumanrights.com)



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Your guide to understanding  
**Pregnancy  
and Maternity**  
Equality and Diversity





## Legislation

Under Employment Law and within the Equality Act 2010 women are protected from discrimination due to pregnancy, childbirth or taking maternity leave. They must not suffer any discrimination nor be dismissed or selected for redundancy on grounds relating to maternity.

## What is meant by Pregnancy and Maternity Discrimination?

This means any discrimination, harassment, action or sanction against a woman as a direct result of her pregnancy and maternity leave. For example, absence management sanctions for a sickness absence due to pregnancy.

## Your Rights at the College

You have the right to study or work in an environment which is free from prejudice, intimidation, harassment and victimisation on the grounds of your pregnancy.

You have the right to expect the College to ensure that your working conditions and environment are suitable to your needs during pregnancy.

You have the right to expect the College to respect your privacy whilst on maternity leave.

## Your Responsibilities at the College

You must not treat unfairly or discriminate against anyone on the grounds their pregnancy and maternity.

You must be willing to challenge and report instances of discrimination on the grounds of pregnancy and maternity

Staff members must endeavour to ensure that functions and actions of the College do not discriminate on the grounds of pregnancy and maternity.



## College Commitment to Pregnancy and Maternity Equality

The College is committed to protecting the rights of staff and students in relation to pregnancy and maternity.

The College will carry out risk assessments related to pregnancy as appropriate.