

FACTSHEET 8

Paying for Childcare - Help from your employer

If you are working, ask your employer about childcare help they can offer.

There are some good reasons why more employers are looking at their employees' childcare needs and trying to find ways to help.

Employers rely upon parents as part of their work force and they need you to be able to concentrate on your work without worrying about your children while you are there. Parents with safe, secure, high quality childcare arrangements that they can afford are:

- Less likely to be worrying about their children while they are at work
- More likely to come back to work after maternity leave
- More likely to stay in work as their child grows up

What could my employer do?

Any childcare help that your employer offers is likely to be part of a range of work life balance policies designed to help you balance your work with the rest of your life.

Your employer should provide you with:

- 26 weeks of "Ordinary Maternity Leave"
- "Additional Maternity Leave" of 26 weeks (both giving one year in total)
- Paid time off for antenatal care
- You **may** be entitled to paid paternity leave but you must meet certain conditions (you should confirm your rights with your employer).
- You **may** be entitled to Shared Parental Leave but you must meet certain conditions (you should confirm your rights with your employer)
- Four weeks paid annual leave
- The right to rest breaks

You must tell your employer that you are pregnant at least 15 weeks before the beginning of the week before when your baby is due.

For the most up to date information and for more information on Maternity Rights and/or Paternity Rights go to the www.gov.uk/maternity-pay-leave website where they have all the information on your maternity and paternity rights and pay.

There is also information about the rules for Shared Parental Leave - <https://www.gov.uk/shared-parental-leave-and-pay>

Your employer could provide you with:

- Childcare help
- Flexible work options like term time work, flexi-hours, part-time work or job share
- Leave options, like paternity leave for fathers around the time the babies are born

Ask your employer or trade union representative for more information on these work-life balance options.

What kind of childcare help could be offered?

Childcare help could include:

- Childcare information to help find out more about your childcare options
- Provision of childcare services for employees, which could be a playscheme or a nursery or a childminding network, often run in partnership with other employers

Who could get help?

You should ask your Human Resources department, line manager or employer if any childcare help is offered and how it is allocated. You should also ask your trade union representative for advice.

What if my employer is not able to help with my childcare?

If your employer does not offer help now, they may be keen to look at what you need and listen to your views. So it is worth discussing options with them.

Finding out more

- Ask your employer for information about their work-life balance policies and what childcare help they provide.
- If you or your employer, want to find out more you may wish to contact one of the following organisations or look at their websites:

Coram Family and Childcare
Coram Campus
41 Brunswick Square
London
WC1N 1AZ
Tel: 020 7239 7535
Email: info@familyandchildcaretrust.org
Website: www.familyandchildcaretrust.org

Working Families
Spaces, City Point
1 Ropemaker Street
London
EC2Y 9AW
Tel: 020 7253 7243 Parent & Carers Helpline: 0300 012 0312
Email: advice@workingfamilies.org.uk
Admin Queries: office@workingfamilies.org.uk
Website: www.workingfamilies.org.uk

For further information on Work-life Balance and Flexible Working go to:
www.gov.uk/browse/working

For further information on local childcare services available in Dundee you can view service provider details and family information online at www.families.scot or contact DUNDEE CHILDREN & FAMILIES INFORMATION SERVICE at cis@dundeecity.gov.uk or telephone (01382) 433900.

www.dundeecity.gov.uk/childcare/childcareinfo

www.families.scot

www.facebook.com/FISDundee

www.twitter.com/FISDundee

www.instagram.com/FISDundee

Information is available on our local Dundee pages of the national website where alongside details about childcare services you can also access our Online Directory for further advice, groups, activities and other services for families available locally and nationally

View service provider details and family information online at
www.families.scot

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www.dundee.gov.uk/childcare/childcareinfo

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www.instagram.com/FISDundee