



Guidance on Support for Pregnant Students and Students with Very Young Children*

* Very young children relates to children under 5

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A. Introduction and key guiding principles

1. This document provides students and staff – particularly personal tutors, recruitment lead, postgraduate research supervisors and all other staff who have a role in advising or supporting students or prospective students – with information about how the College can support a student who is pregnant or has decided to terminate a pregnancy. It also provides information relating to supporting a student who has recently become a parent or guardian or is the partner of someone who has a very young child.
2. The College believes that being or becoming pregnant, terminating a pregnancy or having a very young child should not, in itself, be a barrier to applying for, starting, succeeding in, or completing a programme of study at the College. The College is committed to being as supportive as possible, providing academic standards are upheld. The special arrangements which can and should be made for a student in these circumstances may vary from department to department, school to school and, indeed, from programme to programme.
3. The policy and associated guidance notes are based on a set of important guiding principles, namely:
 - a. **Avoiding unfavorable treatment.** The College and its staff should avoid treating a student (or applicant) unfavorably because they are pregnant¹ or have terminated a pregnancy, have given birth or are breastfeeding. Whilst particular arrangements may need to be made for an individual student (for example, a student must not return to College for two weeks after giving birth for health and safety reasons – see below), the College will seek to make sure that such arrangements do not place the student at a particular disadvantage compared to other students.
 - b. **Taking a supportive approach.** The College and its staff should take a supportive approach to facilitating the continued learning of – and maintaining a high-quality and safe student experience for – a pregnant student, a student who is the parent of a very young child or a student whose partner is in either of these positions. (Read [Section E](#) below for guidance on determining an appropriate degree of flexibility.)
 - c. **Demonstrating a non-judgmental and sensitive approach.** When supporting and working with a student on these matters, staff should take an open-minded and non-judgmental approach. Information provided by the student should be treated sensitively and only passed onto others on a need-to-know basis (for example, in order to organise appropriate accommodations for the student relating to learning and teaching, health and safety, assessment, placements, fees etc.).
 - d. **Enabling informed choices.** Members of staff should not attempt to direct or

¹ The Equality Act 2010 prohibits organisations, including the College, from discriminating against a person (including a student, staff member or visitor) on the grounds of pregnancy or maternity. Discrimination on the grounds that a student is pregnant can also constitute unlawful sex discrimination. The College is also placed, by the Equality Act 2006 and 2010, under a statutory duty to promote equality and to not discriminate on grounds of any protected characteristic. These guidelines have been drafted with these legal obligations in mind.

unduly influence a student's decisions. Their role is to provide context and advice to the student, and to explore, in consultation with the student and others, adjustments that can be applied to the student's programme or period of study to provide appropriate support.

B. What process should be followed for a student and their School/Department² to discuss the impact that the student's pregnancy or childcare responsibilities may have on their studies?

4. This section outlines a series of steps for students and staff to follow in order to discuss and respond to the requirements of an individual student who is pregnant. **This section should be read in conjunction with the flowchart presented at the end of this document.**

Step 1 Who to tell

5. The student is strongly advised to consult their GP to discuss medical issues relating to their pregnancy prior to approaching their school/department. It is particularly important to take advice at an early stage if there is any possible health and safety risk.
6. Since the focus of this process is on considering the implications of pregnancy on the student's programme of study and academic work, students are also reminded that they can, at any stage, contact other sources of non-academic advice and support (including Student Advisory & Wellbeing, the Students' Union Advice Centre, Student Services Centre, etc. – see [Section H](#) for contact details).

Step 2a Taught students

7. A pregnant student has the right to request a meeting with their Personal Tutor or other trusted staff member. Some schools/departments may choose to identify another member of pastoral support staff for students to contact to discuss these issues. Any school/department taking this route must publicise the appropriate point of contact to all students – e.g. on its website and in all handbooks. If so requested, the school/department will identify a suitable and appropriate member of staff to discuss the implications for the continuation of their study.
8. The student and the relevant staff member must meet to discuss and agree a plan for their continuation of study. Whenever possible, the member of staff should contact the student within 5 working days of the request being received from the student and meet them as soon as possible thereafter. It will also be important for the student to consult with the Student Services Centre about student loan or award implications.
9. Careful consideration must be given to the variety of ways in which the student can be enabled to continue their studies during the pregnancy or after the birth. For example, with prior agreement adjustments might include:
 - a. Agreeing periods of absence and making arrangements for the student to

² Department refers to the students' lead academic department, in the case of joint honour students both Departments will need to be contacted.

catch-up on lectures/tutorials missed for pregnancy/birth related reasons to ensure that they are not at an academic disadvantage. A meeting with [Student Wellbeing](#) and the school/department is recommended. This may require input from AQPO (Academic and Quality Policy Office) to ensure learning outcomes and academic standards are not impacted.

- b. Adjusting timescales/deadlines for assessed coursework if the pregnancy or birth prevents submission.
 - c. Working with professional services for example, DDS (Disabilities and Dyslexia Services) and AQPO (Academic Quality and Policy Office) to explore alternative means of assessment for the student (for example, a written assessment instead of a physical performance if possible) if the pregnancy or birth prevents the normal methods of assessment.
 - d. The Sub board permitting the student a First Sit (undergraduate) or deferral of assessment (postgraduate taught) for example in a situation in which the pregnancy or birth prevents the student from taking an examination or failing to submit the coursework at the normal time for her programme of study. The student is required to submit the online [Extenuating Circumstances Form](#).
 - e. The student taking some time out from their studies which would involve formally informing the College via the Interruption of Study Form (taught programmes). Please note the process differs depending on the programme of study. The period of interruption may be extended if the time required to complete the programme of study will still fall within the maximum time limit allowed for the programme either by the College regulations (and/or, where applicable, professional bodies).
 - f. Consideration of a transfer to part-time study, where permitted, (information on the financial support available to part-time students is available from the Financial Welfare team within Student Advisory & Wellbeing).
10. For clarity approval must be sought in advance for all of the above adjustments and documented on the student's file. At the meeting, it is essential that urgent consideration is given to undertaking a risk assessment ([Read Step 3](#)).
11. As well as covering the student's longer-term plans relating to their studies, the continuation of study plan should also:
- a. Accommodate the student's antenatal care,
 - b. Include a break from attending College of at least two weeks after giving birth for health and safety reasons, and
 - c. Include provision for re-integrating the student to the programme of study on return from any prolonged absence.
12. The staff member overseeing the support arrangements should refer to the guidance below when considering what adjustments might be appropriate in any given situation.
13. Interruption
- a. An interruption allows the student to pause their studies for a maximum of two years. This option is suitable if they want to stop studying temporarily and come back later. If the student informs their school/department they wish to interrupt their studies, the relevant form must be submitted, further guidance is available at:

- i. UG: <https://www.royalholloway.ac.uk/students/study/personal-study-details/study-details/undergraduate.aspx>
 - ii. PGT: <https://www.royalholloway.ac.uk/students/study/personal-study-details/study-details/postgraduate-taught.aspx>
- b. Please note that, if the student is in receipt of a bursary or scholarship, or other financial sponsor they must also discuss the implications of an interruption with the funding body.

Step 2b Postgraduate Research Degree Students

14. This guidance should be read in conjunction with the [Code of Practice for Research Degree Student and Supervisors](#).
15. In the case of a research degree candidate who becomes pregnant, the appropriate individual to contact will normally be their supervisor(s) and/or the research student lead or other member of their supervisory team within the school/department. The postgraduate supervisor(s) and advisor will work together with the student to consider the impact of the pregnancy and any resulting interruption of study. This will include a risk assessment as described in [Step 3](#).
16. If the student informs their school/department they wish to interrupt their studies, further guidance is available at: <https://intranet.royalholloway.ac.uk/doctorschool/pgr-student-lifecycle/changes-that-affect-your-registration-status/home.aspx>.
17. Students who are employed are entitled to 12 months maternity leave. The student should submit the [Maternity, Paternity, Adoption Leave Form](#), the form should be signed off by their supervisor and the Research Student Lead and submitted with the MAT1B to doctoralschool@royalholloway.ac.uk for processing. The submission deadline will be extended by the duration of the maternity leave – as with any other period of interruption. Supporting evidence may be requested and such a request should not be retrospective.
18. After the first 12 months interruption period if more time off was required the student will need to follow the standard interruption process – see <https://intranet.royalholloway.ac.uk/doctorschool/pgr-student-lifecycle/changes-that-affect-your-registration-status/home.aspx>
The request will need to be submitted by the student's department and is subject to approval by the Doctoral School Director (Quality, Enhancement and Inclusion).
19. The student is responsible for checking the implications of maternity leave or further period of an interruption of study with their scholarship awarding body or provider (if applicable) at an early stage. For students funded by a Research Council, or on a College studentship, advice on paid maternity leave is available from <https://intranet.royalholloway.ac.uk/doctorschool/scholarships-and-finance/information-for-scholarship-recipients.aspx> or doctoralschool@royalholloway.ac.uk. Students are also responsible for checking the implications if they are here on a Tier 4 visa.

Step 3 Support arrangements

20. The member of staff overseeing the support arrangements for the student (e.g. the personal tutor, PGR supervisor or other designated person) should ensure that appropriate steps are taken in relation to health and safety issues. In most cases, this will involve a risk assessment for the individual student.
21. Advice can be sought from the school/department health and safety coordinator. For some students – for example, those participating in field trips, studying a laboratory-based subject, working with equipment which poses a danger to the health of a pregnant student or foetus (e.g. equipment producing radiation or harmful fumes) or taking a programme of study which involves high levels of physical activity – it will be even more important that the health and safety implications of pregnancy are given serious consideration. In these situations, staff should seek advice as soon as possible from the school/department health and safety coordinator and a full risk assessment should be completed.
22. If it is not practicable to alter the study conditions to respond to the risk(s) highlighted by the risk assessment, or if such an alteration would not avoid any identified risk(s), the student may need to interrupt their study to ensure they avoid them – although a concerted effort should be made by the school/department to manage the health and safety risks and find alternative ways of allowing a student to continue their course in any situation where interruption is not in line with their wishes.

Step 4 Tuition Fees

23. The student should contact the Student Services Centre if they have concerns about any potential impact any of the adjustment/s proposed may have in terms of payment of tuition fees or registration.
 - a. As with Step 1 students are also reminded that they can, at any stage, contact other sources of non-academic advice and support (including Student Advisory & Wellbeing, [The SU Advice Centre](#), or Student Services Centre etc. – refer to [Section H](#) for contact details).
 - b. Please note that, if the student is in receipt of a bursary or scholarship, they must also discuss the implications of any absence with the funding body or the Student Services Center for awards by Royal Holloway.

Step 5 International Students/ Students with Tier 4 Visa:

24. If an international student requires a visa to remain in the UK during their period of study and the pregnancy is likely to result in the need to remain in the UK longer than planned, or if an international student is considering interrupting from their course of study, then immigration advice should be sought from the International Student Support Office. <https://www.royalholloway.ac.uk/studying-here/international-students/support-for-international-students/>

Step 6 Study plan

25. Once discussed and agreed, a written plan for the student's continuation of study (detailing any specific adjustments agreed to allow the student to continue their studies) should be sent by the school/department to the student. Where possible,

written agreement to this plan should be sought from the student. Student Wellbeing, DDS and AQPO can be contacted for further advice if necessary.

26. Where a student is dissatisfied with the adjustments offered, she may ask her school/department for information about how to escalate her concerns within the school or department. The student may also refer to the [Student Complaints Procedure](#) and seek advice from the [Students' Union](#) as appropriate.

Step 7 Communication of support arrangements

27. The member of staff overseeing the support arrangements should communicate the agreed continuation plan to the personal tutor/supervisor(s) and other relevant teaching staff. Information should be passed on sensitively.

Step 8 Monitoring arrangements

28. The student and their personal tutor/supervisor (or other chosen/designated staff member) should monitor the situation on an ongoing basis, particularly to assess the effectiveness of any special arrangements that have been agreed to facilitate the student's continued study.
29. The student can request further meetings with their school/department, particularly if they are experiencing any difficulties with their academic work as a result of these arrangements. Taught students should also consult with the Student Services Centre re any student loan or award implications of suspending a course, PGR students should contact doctoralschool@royalholloway.ac.uk

Step 9: Student Returning to their Studies

30. Returning to studies following a period of interruption can appear daunting, and students may be unsure of what they need to do before resuming their studies. The student's personal tutor, or supervisor/Research Student Lead in the case of research degree students, will be able to provide support on returning to academic studies to ease this transition.
31. Approximately two to three weeks before they are due to return from a period of interruption, the student should be sent an email detailing what steps they need to take before they can complete College enrolment. For more information about the enrolment process as a returning student, please see our [Enrolment Webpages](#).

What do students need to do to enroll following an interruption?

32. If on a taught programme the student will need to contact their School admin office to ensure they are registered on the course(s) they will be taking when they return from interruption.
33. After the School has registered the student on their course(s), they need to complete the enrolment process by logging on to Campus Connect to do Online Sign-up and to pay their fees, allowing 24 hours between registering on their courses and attempting to complete enrolment. (PGR students need to sign up for the academic year and pay their fees, if they have not already done so prior to their maternity leave.)

34. If the student, on a taught programme, previously confirmed that they were going to return to their studies in May to resit their exams only, they may need to extend the period of interruption to end on the anniversary of the interruption start date. If the student is unsure whether this applies, further information can be obtained from studentservices@royalholloway.ac.uk. The student will receive an email nearer the time confirming the resits and giving instructions on what they need to do in order to complete College enrolment.

Supporting the student on their return

35. To help ensure the student has a smooth transition back to College, Student Advisory & Wellbeing are on hand to answer wellbeing queries the student may have about settling in on their return. Students can arrange to meet or talk to Support & Advisory Services, by emailing wellbeing@royalholloway.ac.uk or calling +44 (0)1784 443395 / 276757 / 443132
36. If a student has a more general question about their return from interruption, they can contact the [Student Services Centre](#) for more advice.

C. What support is available for a student whose partner is pregnant/ about to adopt?

37. In most cases, full-time and part-time programmes are likely to be flexible enough to enable a student whose partner is pregnant, or whose partner is about to adopt a child, to take occasional breaks – perhaps to attend antenatal appointments with their partner and/or take some time to be with their partner around the time of the birth or adoption. All such requests should also meet the expectations of the [Attendance Policy](#).
38. A student whose partner is pregnant or about to adopt may still wish to discuss this with their school/department (normally their personal tutor/supervisor) – especially if they feel that this may significantly affect their studies.
39. In these circumstances, staff members are encouraged to demonstrate some discretion in terms of responding to the student's circumstances – although this is only likely to extend to an occasional agreed absence (rather than anything as substantial as the suggestions listed in [Section E](#)). If a student whose partner is pregnant or about to adopt feels their studies are likely to be significantly impacted they may consider interrupting their studies. Full guidance on interrupting a programme of study is provided by the Student Services Centre.
40. PGR Students should refer to the [Code of Practice for Research Degree and Supervisors](#) and the guidance offered by the [Doctoral School](#) terms and conditions relating to their award. Some funding bodies may allow postgraduate research students to take a period of time for paternity leave.
41. If a student has a stipend, NHS bursary or research council funding, they are likely to be allowed a period of paid adoption leave. Students should be advised to familiarise themselves with the terms and conditions of their award.

Adoption

42. Students who have been matched for adoption should inform their programme director, personal tutor, supervisor or a member of the student wellbeing team. If the student is the primary adopter, a plan should be developed in line with the guidance in the preceding pages. If the student's partner is the primary adopter, upon formal adoption of the child, the student should be allowed time off from studies in line with the advice in the sections above on maternity / paternity-related absence.
43. If a student has a stipend, NHS bursary or research council funding, they are likely to be allowed a period of paid adoption leave. Students should be advised to familiarise themselves with the terms and conditions of their award.

D. What advice is available on study abroad and work placements?

44. For students who become pregnant before or during a period of study abroad or a work placement there may be circumstances where the College is limited in the support it can realistically offer to the student. Students should follow the guidance in this document to work with the College to create a maternity study plan. Individual circumstances will be assessed on a case by case basis.

E. How should a school/ department determine appropriate adjustments?

45. It is not possible to provide a definitive list of special arrangements that might be considered reasonable in every possible situation because the decisions about which arrangements are appropriate in each particular case will vary according to a wide range of factors. These factors include the student's individual circumstances, the time of year, the structure and content of the particular programme of study, restrictions imposed by professional bodies and any related health and safety matters.
46. Staff members are advised to take into account the following when considering what might be appropriate in a given case:
- a. A student's own views on their options are very important and it is vital that staff consult them openly on the way forward.
 - b. At the same time, it is important to note that schools/departments and/or College cannot always agree to any or all requests made by the student. There may be some situations in which it would be unreasonable or impracticable for a particular request to be agreed/granted.
 - c. To ensure best practice, and avoid discrimination, a school/department should not normally decline a request from a pregnant student for particular special

- arrangements solely on grounds that they are too costly or time consuming to implement (although this may be one factor taken into account when deciding on the overall reasonableness of meeting the request).
- d. If a school/department decides to decline a request the school/department should document its reasons for refusing the request and discuss with the student why this particular request is not able to be accommodated in the particular circumstances.
 - e. In cases where interrupting their studies would lead to a student taking longer to complete a degree programme than would normally be permissible, the school/department may decline a request for further time out from studies (in order to ensure that the information gained in previous parts of the programme remains current enough to count towards the qualification in question).
 - f. It is suggested advice is sought from the directorate of governance and legal services if staff are unsure.

F. What support is available to staff members to help them to advise, a pregnant student?

47. Exam Access Arrangements (EAs)

EAs are designed to allow the student to demonstrate their knowledge and abilities in exams without compromising academic standards. Advice on EAs for pregnant students or students with children under 5 may be sought from the Head of Academic Quality & Policy Office (in their capacity as Secretary to the College Board of Examiners' Executive Committee (CBEEC)) who will provide guidance in consultation with the Head of Disability & Dyslexia Services or another Student Advisory & Wellbeing service Head.

48. Regulatory advice on programmes of study, extenuating circumstances, the regulations on interruption of studies may be sought from the Senior Academic Quality Managers (Academic Quality & Policy Office).

49. Policy advice on attendance monitoring can be sought from Student Administration.

Support relating to health and safety issues

50. Advice on health and safety issues relating to pregnant students may be sought from a school/department Health and Safety Co-ordinator and/or [The Health and Safety Office](#). Further guidance can be found on the Health and Safety Executive website: www.hse.gov.uk/mothers/faqs.htm

G. What support and facilities are available for a student who has recently become a parent / guardian?

51. Whilst the procedure proposed in Section 4 above relates to a student during pregnancy, this also provides a helpful model for considering adjustments for a student who has recently become a parent / guardian. As above, what constitutes a reasonable degree of adjustment to take account of a student's caring/parental responsibilities will vary between departments/schools and from programme to

programme. It is important to note the student will still be required to demonstrate they have met the learning aims and objectives for their programme of study and any accreditation body.

52. There are also sources of practical support available, administered by either the College or Students' Union.

List of family friendly facilities on Campus.

53. The below are provided to support parents of small children.

a. Accessible Toilets and Baby Change

- i. Founders East FE44A
- ii. Founders West FW155
- iii. Davison Building Ground Floor
- iv. Windsor Building
- v. Wolfson Reception
- vi. Shilling Building
- vii. Hub Basement
- viii. Sports Center Main Reception
- ix. Pack Horse (Students' Union venue)

b. Breast feeding Room

- i. Shilling Building Ground Floor – Open access no need to book
- ii. Departments can work with a student to locate suitable space for feeding or expressing milk alongside suitable refrigeration facilities. Students should contact their School Helpdesk for details.

Childcare facilities on campus

54. As per the College's policy "[Children and young persons on college premises](#)" students should not normally bring their child with them into any **public teaching areas** – such as lecture theatres, seminar or teaching rooms, exam venues – and so they will need to make arrangements for the care of their child whilst they are in these locations. The College has an arrangement with an [adjacent nursery](#), whereby students and staff are given priority on places available. The independently-run facility is located close to the main campus and caters for babies to 5-year-olds. Read [Section H](#) for information on additional childcare options.

55. Students may be accompanied by children in general public areas. Children brought onto Campus are the responsibility of the adult that brings them and must be supervised at all times in accordance with the guidance given by the Health and Safety Office. It is particularly important that children are not brought into areas where there is the possibility of a risk to health and safety. The College cannot accept any liability for the child in these circumstances. From a health and safety perspective, the College's environment is not, in general, designed for, nor does it take specific account of the needs of young children and toddlers; therefore, close and continuous supervision by the parent/carer will be required at all times (see also College Policy on Children and Young Persons on College premises).

56. There are no restrictions on feeding (bottle feeding or breastfeeding) at the

College, and a breastfeeding room is available in the Shilling Building. Students can also speak to their school/department (normally the Personal Tutor/Research Supervisor) who should endeavor to provide a private, safe area for the student's use. If a parent intends to feed their child regularly in a space provided by the school/department, a further health and safety risk assessment should be considered. (Read Section G for contact details).

Accommodation

57. The College has a small number of properties suitable for family accommodation, although there is generally a waiting list for these and they are only available to postgraduate overseas students. For more information, students should contact the Student Services Centre. The Students' Union are able to provide advice to students about finding non College owned family accommodation.
58. Most College accommodation will be unsuitable for children, or may, in some circumstances, be difficult for students in the later stages of pregnancy to access. If a student wishes to discuss such issues, they should approach the Student Services Centre in the first instance. Students should also be reminded that College accommodation is only available to students enrolled on a full-time programme. Students changing their mode of attendance from full-time to part-time status are not normally eligible to reside in College accommodation. Pregnant students may also consider disclosing their pregnancy to the Hall Life and Customer Services teams if they are concerned that they may need support in an emergency situation, such as early labour or miscarriage.

Flowchart

This flowchart summarises the steps that should be taken when a student or applicant discloses a pregnancy.

Step 1: Who to tell

Student consults their GP and other appropriate services. Student to consider disclosing their pregnancy to their school/department, particularly where elements of the programme of study present risk to the health and safety of the student or child.



Step 2: a Taught Students

Student requests a meeting with their Personal Tutor, or other appropriate member of staff, to discuss the implications of pregnancy on the programme of study.

Step 2: b Research Students

Student requests a meeting with their Supervisor to discuss the implications of pregnancy on the programme of study.



Step 3: Support Arrangements

The member of staff considers the implications of the pregnancy for the programme of study – and ensures that any appropriate risk assessment(s) are completed for any potentially hazardous elements of the programme of study.



Step 4: Tuition Fees and Halls Accommodation

Student explores any potential implications of the pregnancy and/or interrupting their studies with Student Finance/ Funding bodies and Student Services Centre.



Step 5: Visa Requirements

Student explores any potential implications on current Visa requirements to remain in the UK during their period of study. If their pregnancy is likely to result in the need to remain in the UK longer than planned, or if an international student is considering interrupting from a course of study, then immigration advice should be sought from the International Student Support Office.



Step 6: Study Plan

School/Department prepares a written statement detailing agreed plan and sends a copy to the student and school/department Manager for student file. Best practice is to also send a copy to Student Advisory & Wellbeing to ensure a coordinated approach to support.



Step 6: Communication of Support Arrangements

Responsible member of staff communicates written plan to relevant colleagues and student submits Extenuating Circumstances Form if appropriate.



Step 7: Monitoring Arrangements

Student and member of staff jointly monitor agreement throughout pregnancy and agree further adjustments if the need arises. Consult with Student Finance re any funding implications.



Step 8: Returning to Studies

Students should make contact with their school/ department prior to returning to their studies to discuss their study plan.

H. Where can I find further information?

Here are some sources of further information or support for students and staff members:

Related Policies

[Children and young persons on college premises](#)

[Code of Practice for Research Degree Student and Supervisors.](#)

[Potential risks to new and expectant mothers](#) (version 2, February 2018)

Student Wellbeing

<https://intranet.royalholloway.ac.uk/students/help-support/wellbeing/student-wellbeing.aspx>

Student Counselling

<https://intranet.royalholloway.ac.uk/students/help-support/counselling/home.aspx>

Child Care

<https://intranet.royalholloway.ac.uk/students/help-support/wellbeing/mature-student-support/childcare.aspx>

The government has also produced a guide to childcare.

This is available on the web at:

<https://www.gov.uk/>

Englefield Green Nursery and Preschool

https://www.brighthorizons.co.uk/our-nurseries/englefield-green-nursery-and-preschool/?utm_source=bing&utm_medium=cpc&utm_term=%2Bnurseries&utm_campaign%7BCampaignName%7D

Multi-faith Chaplaincy

<https://intranet.royalholloway.ac.uk/students/campus-life/chaplaincy-and-faith-support/multifaith-chaplaincy.aspx>

Financial Welfare & Funding Support

<https://intranet.royalholloway.ac.uk/students/money/funding/undergraduate/financial-difficulty/home.aspx>

Student Fees

<https://www.royalholloway.ac.uk/students/money/fees/home.aspx>

Doctoral School guidance on maternity leave

<https://intranet.royalholloway.ac.uk/doctors-school/scholarships-and-finance/information-for-scholarship-recipients.aspx>

Doctoral School guidance on funding

<https://www.royalholloway.ac.uk/doctors-school/scholarships-and-finance/scholarships-and-finance.aspx>

Student Services Centre

<https://intranet.royalholloway.ac.uk/students/help-support/the-student-services->

[centre.aspx](#)

Student Administration (for staff)

<https://www.royalholloway.ac.uk/restricted/contensis/staff/student-administration/home.aspx>

International Student Support Office

<https://www.royalholloway.ac.uk/studying-here/international-students/support-for-international-students/>

Students' Union Royal Holloway Advice Centre

<https://www.su.rhul.ac.uk/advice/>

Equality Challenge Unit

<https://www.ecu.ac.uk/publications/student-pregnancy-and-maternity/>

Acknowledgement

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