



Queen's University  
Belfast

# **QUB Maternity Cover Fund**

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**EIGE Learning & Dissemination Seminar:  
Promoting Gender Equality in Research & Higher Education Institutions  
Brussels, Belgium  
September 2016**

# QUB Enhanced Maternity / Adoption Pay

<i>Statutory Pay</i>	<b>Weeks</b>	<b>QUB Enhanced Pay</b>
<i>90% of average weekly earnings</i>	<b>1 to 6</b>	<b>Full pay</b>
<i>Lesser of £139.58 or 90% of av. weekly earnings</i>	<b>7 to 18</b>	
		<b>19 to 39</b>
<i>unpaid</i>	<b>40 to 52</b>	<b>unpaid</b>

# QUB Maternity/Adoption Cover Fund FY 15/16 Approved Applications & Expenditure

<b>Staff Category</b>	<b>Approved Applications</b>	<b>Expenditure</b>
Academic	12	£147,038
Academic (Education)	4	£59,204
Research	6	£79,359
Academic Related	16	£198,606
Technical	2	£10,763
Clerical	17	£131,064
Operational	7	£32,688
<b>Grand Total</b>	<b>64</b>	<b>£658,722</b>
£100,00 funded by the University and remainder from Statutory Pay credits		

# QUB Enhanced Work Life Balance Family Friendly Policies

<p><i>Statutory Paternity Pay (SPP)</i></p> <p><i>2 weeks leave Weeks 1 - 2, SPP</i></p>	<p><b>QUB Enhanced Paternity Pay</b></p> <p><b>3 weeks leave Weeks 1 – 3, full pay</b></p>
<p><i>Statutory Parental Leave</i></p> <p><i>Must have one year's service Max. 4 weeks in any one year Total of 18 weeks entitlement</i></p>	<p><b>QUB Enhanced Parental Leave</b></p> <p><b>No length of service requirement Max. of 6 weeks in any one year Total of 18 weeks entitlement</b></p>

# ECU Athena SWAN

- Founded in 2005 by motivated women from 10 UK Higher Education Institutions, including Queen's University Belfast
- Recognised quality mark for gender equality in Higher Education
- Based on commitment to a Charter of Principles
- QUB Presently holds:
  - Institutional Silver Award
  - 2 No. Departmental Gold Awards
  - 8 No. Departmental Silver Awards
  - 2 No. Departmental Bronze Awards



# Contact Details

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The banner features a central illustration of a woman in silhouette standing in a doorway, with a house-like shape above her head containing a female symbol. The background is dark with faint, glowing circuit-like patterns and arrows. On the left, there is a circular logo with a female symbol and two curved arrows. Text on the left provides website and email information. Text on the right provides the conference title, dates, and location.

  
W: [qub.ac.uk/sites/women-and-leadership](http://qub.ac.uk/sites/women-and-leadership)  
E: [wlcw2016@qub.ac.uk](mailto:wlcw2016@qub.ac.uk)

*Inaugural International Conference on*  
**WOMEN AND LEADERSHIP  
IN A CHANGING WORLD**

**22<sup>nd</sup> & 23<sup>rd</sup> September 2016**  
Queen's University Belfast

<http://www.qub.ac.uk/sites/women-and-leadership/>