



WICL MATERNITY PLEDGE

We invite Chambers, Firms and other workplaces to commit to the WICL Maternity Pledge:

We recognise:

1. Motherhood¹ is a time of transition and with that comes a complex mix of emotions, which all new parents experience to some degree.
2. Women go through physical and psychological changes during pregnancy and after birth.
3. Working whilst pregnant, and returning to work after giving birth, can add to levels of stress and competing demands on their time.
4. Everybody in the workplace should recognise that support and/or reasonable adjustments may be required on both an individual and wider level.
5. Individuals may need support with issues arising from, or linked to, working during pregnancy and/or returning to work after a period of maternity leave.

We commit to:

1. Creating a safe environment and culture within which pregnancy and maternity can be talked about openly, positively and respectfully, without stigma, shame or embarrassment.
2. Maintaining appropriate boundaries and recognising that pregnancy and maternity is a private health matter.
3. Valuing pregnant employees and new parents.
4. Appointing a person responsible for this [a Maternity "Advocate"].
5. Working towards agreeing a standardised policy/practical guidance to be implemented within our workplace.
6. Keeping these policy documents under regular review (at least every 3 years).
7. Actively supporting employees and members affected by pregnancy and maternity issues.
8. Providing regular Education/Training (at least every 3 years) and raising awareness to all within our workplace with regards to issues arising from pregnancy and maternity.
9. Sharing appropriate resources/guidance.
10. Ensuring a satisfactory environment for employees and members affected by pregnancy and maternity, including but not limited to a reasonable temperature, comfortable seating, access to hydration, access to private clean rooms and fridges wherever possible, 'return to work' meetings, and consideration of diary management within geographical restrictions upon request.

¹"Being a mother, is the status given to the person who undergoes the physical and biological process of being pregnant, carrying and giving birth to a child". WICL extends that language to include those who adopt.