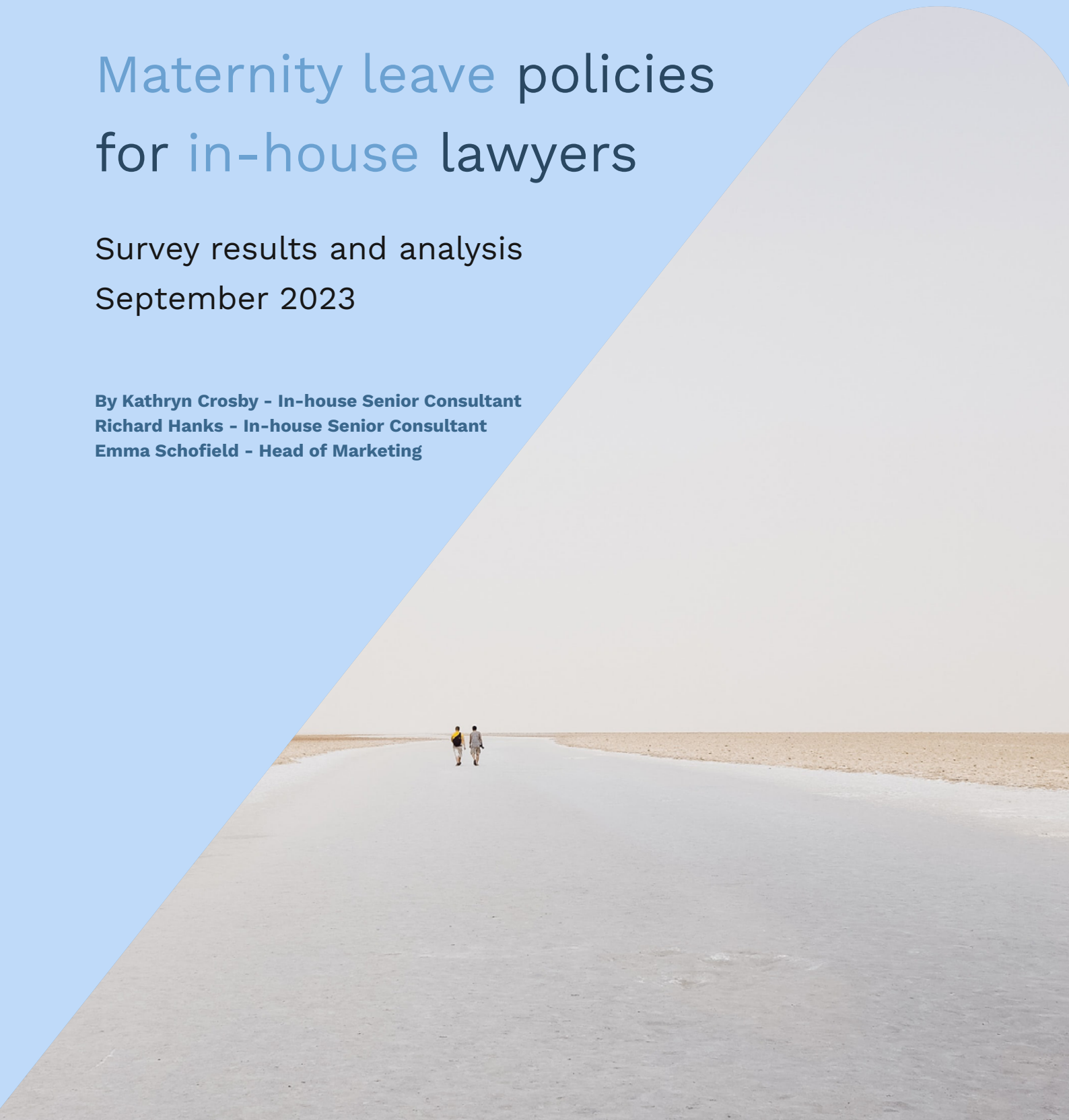




Maternity leave policies for in-house lawyers

Survey results and analysis
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Introduction

We have noticed that candidates are regularly asking what the maternity leave policies are at an organisation before deciding whether or not to interview with clients.

Some candidates are also assessing a company's approach to DE&I by its maternity leave policy and in particular looking at 1) how long you have to have been employed before being entitled to benefit from an enhanced maternity leave policy and 2) the amount of the enhanced maternity leave pay on offer.

We therefore sent out a questionnaire to our clients about their maternity leave policies in order to share the results anonymously in this report.

We surveyed General Counsel, Heads of Legal and anyone responsible for hiring in-house legal counsel at top organisations around the UK to find out more.

We also conducted a LinkedIn poll asking candidates how important a company's maternity leave policy was when deciding whether to move jobs.

The following document is a collection of the survey results, accompanied by an analysis from our In-house consultants. Should you wish to find out more about the results or to discuss the in-house market, our contact details are at the end of this document.



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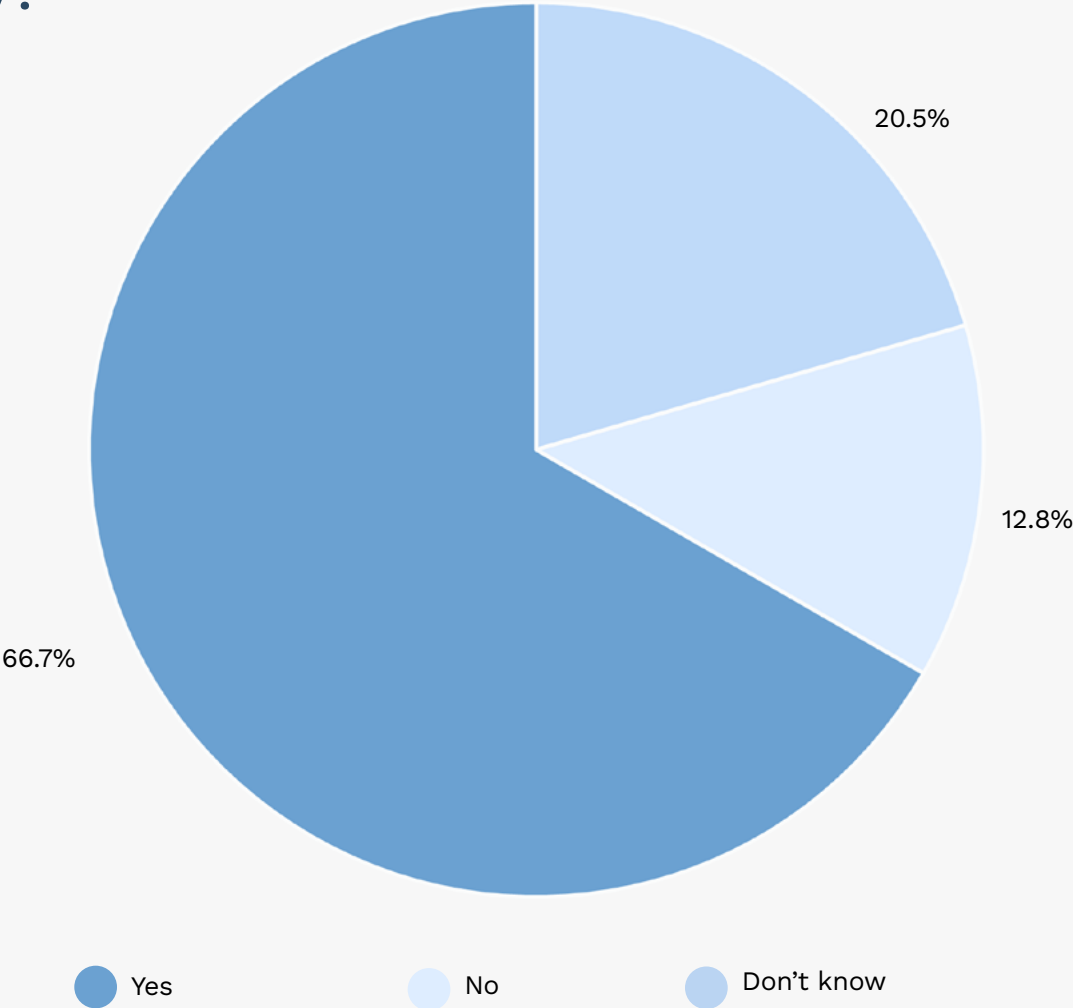
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Maternity leave survey responses

Two thirds of respondents indicated that there is an enhanced maternity leave policy in place, with 12.8% indicating that there is no enhanced maternity leave policy available. An enhanced policy is one that offers benefits over and above statutory maternity leave (SMP).

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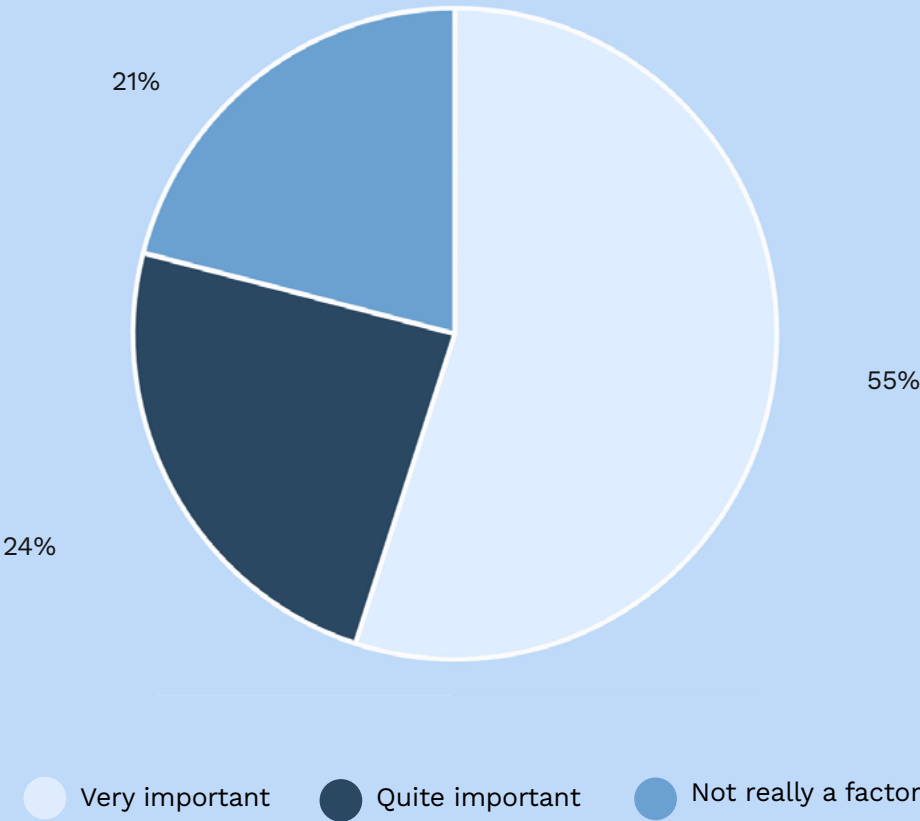
Does your company have an enhanced maternity leave policy?



Candidate poll results continued

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How important is the length of employment before being eligible for enhanced maternity leave to you?



For candidates, 79% said the length of employment before being eligible for enhanced maternity leave is either very important or quite important to them when considering a new job opportunity, with only 21% saying it wasn't really a factor in their decision making.

Taking the two polls together, it is abundantly clear that this is a very important consideration for candidates. It is one that perhaps gets overlooked in comparison to the headline salary and other benefits, when in reality, it can often be a dealbreaker for candidates.

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