

# Extending redundancy protection for women and new parents



**52%**

of mothers faced some form of discrimination when pregnant, on maternity leave, or upon their return to work\*

**1 IN 20**

mothers were made redundant at some point during their pregnancy or maternity leave\*\*

**1 IN 5**

mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and / or colleagues\*\*\*

**10%**

of mothers said their employer discouraged them from attending antenatal appointments\*\*\*

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## WHAT IS GOING TO CHANGE?

From **6 April 2024**, the Protection from Redundancy (Pregnancy and Family Leave) Act 2023 will come into force, providing enhanced protection from redundancy for new or expectant parents.



The Act introduces the concept of a protected period of pregnancy. The protected period of pregnancy applies throughout pregnancy and maternity leave and for six months afterwards.



The Act also allows for the protected period of pregnancy to commence after the pregnancy has ended. This is to allow, for example, an employee who has miscarried before informing their employer of the pregnancy to access the redundancy protection they would have been entitled to had they first informed their employer.



Employers must offer alternative employment to employees made redundant during or after a protected period of pregnancy, failure to comply with this provision may provide grounds for dismissal to be treated as unfair.

The Protection from Redundancy (Pregnancy and Family Leave) Act 2023 extends protection to a wider group, which includes:

- a pregnant employee who is in a protected period of pregnancy;
- an employee who has recently suffered a miscarriage;
- maternity returners;
- adoption leave returners; and
- shared parental leave returners.

Sources:

\*<https://pregnantthenscrewed.com/state-of-the-nation-2023/>

\*\*<https://www.peoplemanagement.co.uk/article/1862960/upcoming-rules-around-enhanced-redundancy-protection-new-parents>

\*\*\*<https://www.equalityhumanrights.com/guidance/business/pregnancy-and-maternity-discrimination-research-findings#:~:text=Around%20one%20in%20nine%20mothers,as%2054%2C000%20mothers%20a%20year.>