



Health justice update & maternity rights for migrant women

Cheshire & Merseyside Baby Week 2023
Thursday 16 November

Know your maternity rights

10 FACTS
YOU SHOULD
KNOW

1

You have the **right to paid time off** for antenatal care during pregnancy.

2

During pregnancy employers must make sure that working **conditions will not put your health or your baby's health at risk.**

3

You are **protected against unfair dismissal** and discrimination if you are off sick during pregnancy.

4

It is **against the law for your employer to treat you unfairly**, dismiss you or select you for redundancy for any reason connected with pregnancy, childbirth or maternity leave.

5

You may be **eligible for extra benefits** during pregnancy or maternity leave.

6

You are allowed to work up to **ten keeping in touch (KIT) days** during maternity or adoption leave without bringing your leave or pay to an end.

7

If you need to change the hours you work because of childcare, **you can make a request for flexible work.**

8

If you're an Agency worker or on a **zero hours contract you can get Statutory Maternity Pay** (if you meet the eligibility criteria).

9

You can get **Statutory Maternity Pay from more than one employer.**

10

All employees have the **right to 52 weeks maternity leave** with the right to return to work.

Today's session

- Introduction to Maternity Action
- Update on health justice partnership project
- Rights and entitlements for migrant women

About Maternity Action

- UK's maternity rights charity dedicated to promoting, protecting and enhancing the rights of all pregnant women, new mothers and their families to employment, social security and health care
- We run a number of specialist advice services and provide comprehensive online information about maternity rights
- Research, policy and campaigning

Our advice services

- **Maternity Rights Advice Service** – employment, social security
- **Employment Casework Service** – casework and peer support for more complex cases
- **The Maternity Care Access Advice Service** – women affected by NHS charging
- **The Migrant Women's Rights Service** – training and resources for midwives and voluntary sector workers

Addressing wider determinants

- Factors such as employment, income and housing all impact on health outcomes and health inequalities, including in maternal health
- Our work addresses wider determinants of health through the provision of advice, training and policy influencing
- Increasing focus on wider determinants and taking action to address these including in maternity services
- Health Justice Partnerships one practical response

Health justice partnership service

- Project led by Cheshire and Merseyside LMNS
- Collaboration to embed legal support and specialist advice into healthcare services and teams
- Established **Wirral Maternity Rights Advice Service** delivered by Maternity Action using HJP model
- Dedicated phone and email service to deliver free, expert, confidential legal advice on work and money issues
- Midwives can refer directly to Maternity Action, saving time for stretched teams

Maternity Rights Advice Service

Women and families can contact us for advice on:

- Employment rights in pregnancy
- Maternity pay & benefits
- Maternity leave
- Flexible working
- Health and safety issues
- Redundancy
- Discrimination & dismissal
- Breastfeeding rights

Expansion across Cheshire & Merseyside

Pregnant or new parent?

Are you worried about work or money?

Contact Maternity Action for completely **FREE and confidential** legal advice on work and benefits for pregnant women and new parents in Cheshire and Merseyside.

Fill in the online form



Scan the QR code and fill out our online form
Or visit:
[maternityaction.org.uk/
cheshire-merseyside-maternity-rights](http://maternityaction.org.uk/cheshire-merseyside-maternity-rights)



Wondering which benefits you're entitled to?



Unsure if you're being treated unfairly at work?



Want to know what your rights are at work?



Not sure if you can get any maternity pay?

Call **FREE**

0808 802 0062

10am - 1pm Mon-Fri
Or leave a message for a call back.

Cheshire & Merseyside

Areas included.



Partnership working in the Wirral

- Service launch on ITV news: <https://www.itv.com/news/2022-06-08/new-and-expectant-mothers-given-free-legal-and-financial-advice-in-trial>

“Its really good to have somewhere specific to refer to, dedicated to maternity advice... We can't be expert in everything and don't know the ins and outs of the legalities around maternity rights”.

“Thank you so much for your help, it's helped me understand what I can do around my health and safety concerns.”

New and expectant mothers given free legal and financial advice in ground-breaking trial

WORLD | PREGNANCY | NHS | ⌚ Wednesday 8 June 2022 at 9:58pm



Sarah Corker

Social Affairs Correspondent



Partnership and collaboration

Working in partnership with the maternity service

- Promotion throughout the service via different channels
- Reaching women at early point in pregnancy journey (booking letter)
- Signposting and encouraging women / families to use the service

Engagement with the maternity team

- Midwife specific materials
- Attending existing midwifery meetings / conversations with staff
- Short video training / information materials

Embedding service and developing connections to other local agencies to support wider needs

Maternity service perspective

