

Royal Society Fellowships Maternity, Paternity, Shared Parental and Adoptive Leave, including Extended Sick Leave Policy

The terms of your fellowship make provision to provide you with support in the event that you need to take maternity, paternity, shared parental and adoptive leave, or extended sick leave. Your contract of employment with your host organisation and the associated human resources policies and procedures normally define the standard organisational policy on maternity, paternity, shared parental and adoptive leave, including extended sick leave. Under the terms of your fellowship you are entitled to take the full period of maternity, paternity, shared parental and adoptive leave, or extended sick leave outlined in your employing institution's standard policies and procedures.

The policy for paid maternity, paternity, shared parental and adoptive leave, including extended sick leave varies between organisations. In the event that you need to take a period of maternity, paternity, shared parental and adoptive leave, or extended sick leave, the Society will increase the value of your grant in line with your host organisation's policy on paid maternity, paternity, shared parental and adoptive leave, including extended sick leave, to meet the additional cost associated with this period of leave. Any request to increase the value of the grant to meet the additional costs associated with such paid leave must be:

- **Made** by the host organisation and approved by the Royal Society in advance of the leave period commencing.
- **Must** outline the standard policy of the host organisation.
- **Must** indicate the total increase in the value of the award resulting from the period of paid maternity, paternity, shared parental and adoptive leave, or extended sick leave less any statutory maternity, paternity, shared parental, adoptive or extended sick leave that can be recovered by the organisation from HMRC.

During a period of leave the Society will place your fellowship in abeyance and make no payments to your host organisation with respect to your award. Once you return, the additional salary and oncosts incurred less any statutory pay which can be recovered from HMRC can be claimed back from the Society. The Society will not meet any additional indirect costs, estate costs, other directly allocated costs or research support costs associated with a period of maternity, paternity, shared parental and adoptive leave, or extended sick leave. The host organisation will be responsible for any liability for maternity, paternity, shared parental and adoptive leave, or extended sick leave pay for staff outside the original period of the fellowship. If, for example, a fellowship ends while a research fellow is on a period of extended leave, the host organisation will be responsible for that part of the leave which is taken after the fellowship has ended.

A fully funded extension will be added to account for anytime lost during a period of maternity, paternity, shared parental and adoptive leave, or extended sick leave. Please note for University Research Fellows the maximum total period that your fellowship can be extended is two years. The Society will not extend research fellowships beyond 10 years from the start date of your appointment.

Eligibility Requirements for Fellowship support

When applying for Fellowship support, the Royal Society will take into consideration time spent outside the research environment (e.g. time away due to personal reasons such as maternity, paternity, shared parental and adoptive leave or other caring responsibilities; ill-health or working in a non-research environment/role such as industry) when reviewing your eligibility.

Furthermore, where applicants have taken formal periods of maternity, paternity shared parental and adoptive leave as the primary carer (either the mother, father, partner or adopter), or extended sick leave, the Society will allow on top of each period of leave an additional six months when assessing eligibility. Each case will be considered individually and the employing institution may need to confirm that the applicant qualifies for this provision.