

ICS BUDDY SUPPORT SYSTEM

Support is available to aid the transition back to work after parental leave. See website for a list of ICS staff who are available to mentor staff upon their return to work: <https://www.gla.ac.uk/researchinstitutes/cancersciences>

FAMILY FRIENDLY INFORMATION PACK

The information presented in this leaflet is available in more detail in the Family Friendly Information Pack.

This can be accessed through the ICS Athena SWAN webpages:

www.gla.ac.uk/researchinstitutes/cancersciences/athena/informationforcarersparentsandparents-to-be



INSTITUTE OF CANCER SCIENCES

 @GUcancersci

Institute of Cancer Sciences
glasgow.ac.uk/researchinstitutes/cancersciences

University of Glasgow charity number SC004401



INSTITUTE OF CANCER SCIENCES Family Friendly Policies

Current family friendly initiatives available to employees within the Institute of Cancer Sciences



WORLD
CHANGING
GLASGOW



ICS is committed to supporting all staff and students with caring responsibilities. We are delighted to announce many new initiatives aimed at making it easier to juggle work and home life.

ONLINE SUPPORT FORUMS



UofG Parents Network
Facebook group for UoG students and staff



Parents & Carer's Forum
Yammer is a social networking tool available to ICS employees. Sign up with your UoG email address to: www.yammer.com/glasgow.ac.uk

ENHANCED PARENTAL LEAVE POLICIES FOR NEW PARENTS

Recent changes to the University's Maternity, Adoption and Paternity leave policies include:

- Extending paternity leave from one to two weeks (on full pay)
- Abolishing the minimum service requirement currently needed in order to access the University's parental leave packages

The university also supports shared parental leave and flexible and part-time working.

Please visit the HR support pages to find out more:

www.gla.ac.uk/myglasgow/humanresources/all/worklife/leave/parentalleavepolicieshomepage

TAX-FREE CHILDCARE SCHEMES

The new Tax-free government childcare scheme for Scotland is available to ICS employees with children up to 12 years old (or 17 years old if they have disabilities). It replaces the previous University of Glasgow Childcare voucher scheme. Staff who already receive childcare vouchers can continue to use these, but new entrants need to join the government scheme. Please visit the Benefits Plus website which also has links to more information on the new scheme:

<https://www.gla.ac.uk/myglasgow/staff/benefits/benefitsplus/childcareplus/faqs>

SUPPORT FOR ICS EMPLOYEES WITH YOUNG FAMILIES/CARING RESPONSIBILITIES

Core Meeting Hours: Institute meetings are scheduled between the hours of 10am-4pm to make it easier for those with caring responsibilities to attend.

ICS Returners Reskilling Fund: this provides funds (maximum £500) for networking, conference attendance (including cost of additional childcare) and re-skilling for staff members returning from parental leave. Please see website for further details.

Teaching workload: All returnees from parental leave can have their teaching workload reviewed and minimised, or reallocated for 6 months if desired.

MVLS Diversity and Inclusion Funds: The latest ISSF award from Wellcome includes funds to support and improve gender equality throughout the College. As such, MVLS is able to support three new funding schemes:

- Network and Event Fund
- Academic Returners Support Fund
- Carers Conference Fund

Please visit the Working with Wellcome support pages for more information:

www.gla.ac.uk/colleges/mvls/supportforresearch/workingwithwellcome/diversityandinclusion