Pregnancy and maternity

Equality, diversity and inclusion are important in the recruitment process and it is of course illegal for an employer to discriminate against an individual because of pregnancy or maternity under the Equality Act 2010.

We have included below a selection of resources and websites, which provide further information and support:

- **Advisory, Conciliation and Arbitration Service** – Advice on pregnancy and maternity rights during the recruitment process and employment.

- **Maternity Action** – The UK’s leading charity committed to ending inequality and improving the health and wellbeing of pregnant women. Provides advice on your rights if you’re pregnant at work, as well as health and safety information.

- **Equality and Human Rights Commission** – Advice on managing pregnancy and maternity in the workplace, including understanding your rights and frequently asked questions when working for an employer.

- **Get Childcare: step by step** – Advice regarding how to find childcare, establish whether you can get help paying for childcare and what to do if your circumstances change.

- **Pregnancy and Birth** – A number of resources provided by the Government regarding working and time off when you’re having a baby.