

## **RIGHT TO TIME OFF FOR ANTE NATAL CARE FACTSHEET**

Your employer cannot 'unreasonably refuse' you paid time off to attend antenatal care classes during working hours when you are pregnant. This includes time traveling to and from the appointments. Parentcraft and relaxation classes can be included in the term 'antenatal care', but you may find it helpful to show your employer proof from your GP or midwife that states that these classes are part of your care. You should request the time off rather than assume you can take it.

Your employer has the right to ask that you to produce proof from your GP, health visitor or midwife that you have an antenatal care appointment. If they ask you for this proof and you are unable to provide it, then they have the right to refuse you the time off. You are not under any obligation to make up the 'lost' hours to your employer at a later date.

If your employer refuses you time off, or will not pay you for the time off, and you feel that this is unreasonable, you should seek further legal advice. Likewise, if you are dismissed, disciplined or otherwise treated unfavourably for taking or trying to take, time off for antenatal care, you should seek further legal advice.

The right to paid time off for employees begins on the day the job starts and there is no minimum qualifying service.

For further advice on this topic, please contact Joanna Robson at BabyLaw™ at [jo.robson@babylaw.co.uk](mailto:jo.robson@babylaw.co.uk) or 08445 61 11 61.

This factsheet is intended to give general information about legal topics and is not intended to apply to specific circumstances. Its contents should not, therefore, be regarded as constituting legal advice and should not be relied upon as such. In relation to any particular problem that you may have, you are advised to seek specific legal advice.

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