



The Church of England
Diocese of Ely

Ordinands and parental leave

It is important to the Diocese that Ordinands who become parents are supported and feel able to complete their training and commence ministry successfully. This policy details the provisions in place in the Diocese of Ely for Ordinands who become parents during their training period.



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As Ordinands are not classed as office holders, they are not entitled to many of the statutory benefits available to office holding clergy. This includes benefits related to becoming parents such as Maternity Leave and Pay, Paternity Leave and Pay, Shared Parental Leave and Pay, and Adoption Leave and Pay. The Diocese of Ely offers a discretionary policy which provides the following benefits:

Stipendary Ordinands

Antenatal Care

If you are pregnant, you may take time off from your studies to attend appointments for the purpose of ante-natal care. This includes medical appointments and other appointments such as parent classes. When these appointments fall at times when you would usually be in formal study or on retreat you should inform your training institution as soon as reasonably possible. Attendance at antenatal appointments will not affect any payments you receive.

Health and Safety

The Diocese of Ely takes the health and safety of all ordinands and their unborn children seriously. It is recommended that you inform your training institution of your pregnancy as soon as reasonably possible so that they can support your health and safety needs while you are studying.

Leave

As an Ordinand you may choose to have a period of leave of either three months/one academic term or one year when you give birth, have a baby via surrogacy or adopt a child. Anyone who gives birth must take at least 2 weeks leave. If you choose to have three months/one academic term of leave this will not affect the length of your training period. If you choose to have a year off as leave, then your training period will be extended by one year and you will join the following cohort. If you are the spouse or civil partner of a person who is expecting a child, whether by birth, adoption or surrogacy, you will be able to have up to two weeks leave from all studies and duties without any impact on your studies.

Pay

The Diocese, at its discretion, will provide your normal grant for the whole period of the family leave.

Housing

If you are provided housing during your training this will be unaffected by your leave regardless of whether you choose to take three months or a year.

Shared Parental Leave

If your spouse or civil partner is employed or is an office holding member of clergy, you will not be able to make use of Shared Parental Leave and Pay. This is because the eligibility criteria set by the government for this states that both parents must be employed for at least 26 weeks before the arrival of the child. As ordinands are not considered to be office holders, this criterion cannot be met.

However, if your spouse or civil partner is a fellow Ordinand within the Diocese of Ely, then you will be able to share your leave. If one of you has given birth, then that person must take at least 2 weeks of leave immediately after the birth. After which you may each take leave in blocks of 3 months, (as per the leave section above), up to a combined total of one year. If you are both in receipt of funding, then your grants will be paid as per the above section on pay.



Self-supporting Ordinands

Antenatal Care

If you are pregnant, you are encouraged to take time off from your studies to attend appointments for the purpose of antenatal care. This includes medical appointments and other appointments such as parent classes. When these appointments fall at times when you would usually be in formal study or on retreat you should inform your training institution as soon as reasonably possible.

Health and Safety

The Diocese of Ely takes the health and safety of all ordinands and their unborn children seriously. It is recommended that you inform your training institution of your pregnancy as soon as reasonably possible so that they can support your health and safety needs while you are studying.

Pay

The Diocese, at its discretion, will provide your normal grant for the whole period of the family leave.

Leave

As an Ordinand you may choose to have a period of leave of either three months/one academic term or one year when you give birth, have a baby via surrogacy or adopt a child. Any person who gives birth must take at least 2 weeks leave. If you choose to have three months/one academic term of leave this will not affect the length of your training period. If you choose to have a year off as leave, then your training period will be extended by one year and you will join the following cohort. If you are the spouse or civil partner of a person who is expecting a child, whether by birth, adoption or surrogacy, you will be able to have up to two weeks leave from all studies and duties without any impact on your studies.
