

BPA Parental Leave Guidance

This document is designed to support any member who is due to go on parental leave to guide you on the many aspects that may affect your professional life while taking time out and on your return to work. Parental leave is an extremely personal and intense time of someone's life, there will undoubtedly be a lot of learning that takes place each time one becomes a parent, and the BPA want to support you to capture this and integrate it into your professional life on your return. The UKCP do not have a parental leave policy for their OMs but instead will refer members to their sabbatical leave policy: https://www.psychotherapy.org.uk/media/bnphc5ir/csrp-practice-policy-7_sabbatical-leave_break-in-clinical-practice.pdf

- Prior to going on leave, speak to your peer accreditation group and your supervisor about your plans. It is advisable to arrange a check in with them in the lead up to returning to work to get their support about what you might need on your return.
- If you are continuing any professional practice while on leave (particularly if your KIT days involve clinical work), make sure you have adequate insurance and registration in place. If you decide to discontinue your professional memberships, consider the implications of this in terms of advertising and registration.
- If you are working for an organisation when you are planning parental leave, acquaint yourself with any policy or guidance the organisation may have.
- If you continue your registration, you are expected to meet the usual requirements for registration including maintaining your BPA and UKCP memberships and including your CPD hours. (Please note that you do not need to attain 50 hours during the year of your maternity leave as long as you complete 250 hours over the 5 year period).
- It is possible that you could still be audited by the UKCP while on leave.
- If you are reading any books or listening to any podcasts about parenting, child rearing, attachment, etc please be sure to log these as CPD.
- CPD opportunities can come in the form of parenting groups, which may also be useful to alleviate some of the isolation that can accompany early parenting experiences.
- Employment law states that you must take a minimum of 2 weeks off work after the baby is born regardless of employment/self-employment status.
- Parental leave can be shared between partners. More information on this and your rights regarding parental leave can be found at <https://www.acas.org.uk/your-maternity-leave-pay-and-other-rights/taking-maternity-leave>.