Policies
and practices

# A family friendly approach.

We know that every family is unique and that becoming a parent or taking on a caring role is a life-changing experience. That's why we've continually evolved our policies and support to help you feel confident and supported throughout this important transition.



BMS's maternity coaching provides tailored, confidential support that can be flexibly accessed throughout maternity leave and beyond. The personalised sessions helped me work through the challenges of returning to work after 12 months away, equipping me with practical strategies, resources, and the confidence to manage the transition successfully.

VICKY WOOLLARD
EXECUTIVE ASSISTANT



Taking extended paternity leave was one of the most valuable experiences I've had, both personally and professionally. It gave me an opportunity to step back from the pace of work and be fully present during an important stage of my newborn's life. I was able to build a deeper bond with my family, gain perspective on what truly matters and return to work with renewed energy and focus.

TAN PAWAR
MANAGING DIRECTOR - PEMAT



Having three months of paternity leave has made a huge difference for my family. It has given me meaningful time to bond with my son, rather than just squeezing in moments between work and exhaustion. It has also taken a lot of pressure off my wife, especially during her recovery from birth, as I've been more present to help out. The ability to split the three months is great too, allowing me to experience different milestones throughout my son's first year.

OLIVER YORK
PROPERTY CLAIMS MANAGER



# Our family friendly offerings.

### Maternity leave

26 weeks' paid leave at 100% of basic salary.

### Paternity leave

12 weeks' paid leave at 100% of basic salary.

### Adoption leave

26 weeks' paid leave at 100% of basic salary.

### Parental leave

Up to 18 weeks' unpaid parental leave (up to 4 weeks per year), which can be taken any time up to the child's 18th birthday.

### Parental coaching

Throughout all forms of parental leave.

### Breastfeeding

A private facility is available to express milk, with a dedicated fridge for storage.

### Emergency leave

Up to 5 days' paid leave if an emergency arises involving a dependant.

### Marriage/civil partnership

1 day's paid leave.

### Compassionate leave

Up to 5 days' paid leave, access to bereavement counselling.

### Private medical coverage

Private medical benefit for employees and their immediate families.

### Bubble

40 fully-funded hours of flexible care annually - covering childcare, adult/eldercare, and petcare.

### YellowNest

Enabling working parents to save Tax and National Insurance on their childcare fees.

### Childcare and family support

- Employee Assistance Programme
- Domestic Abuse support
- Pregnancy loss support
- Parental bereavement leave
- Neonatal care leave

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