

Bumps & Babes

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Insight into Bumps & Babies?

Support group for both Police Staff & Police Officers on / due to go on / returning from

- Maternity Leave
- Adoption Leave
- Shared Parental Leave





Motivators for set up?



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Due to my personal experiences whilst pregnant and on Maternity Leave

- High Risk Pregnancy
- Still Born
- Lack of contact
- Difficulties with Flexible working application
- Supt Rachel Glendenning and I identified a gap in Support.



How do we Support?

- Face to Face catch up with group
 - HR
 - Resource management unit
 - Federation / Unison
- WhatsApp Group
- Individual Support
 - Stillborn
 - IVF
 - Breastfeeding support



Strategies to identify and engage with employees who have caring responsibilities?

- Article on the force Internet.
- Targeted emails to Line Managers
- Word of mouth
- Voluntary support – Not for everyone.



Implementing measures to support staff to work flexibly around their childcare commitments

- Support Both Police Staff & Police Officers
- Support with FWA
- Nursery Recommendations
- Support for first time parents returning
- Breastfeeding mums' – Providing space and fridges.



Training line managers to accommodate and remain sensitive to the needs of working parents

- HR created a Toolkit for line managers
- Step in to advise and support line managers.
- Help with risk assessments.



Building support – WhatsApp Community

- Who do I contact to pause pension?
- How much is Strat Maternity **Pay**
- **Kit Days** – how many?
- Worried about **fitness test**
- **Example Flexible** applications
- **What Childcare?**
 - What Nursery would you recommend?
- **Where can I pump at work?**
 - How many hours do I return on?
 - Do I need to wear a **uniform** at 8 months pregnant
- **How are my risk assessments due?**
 - Do I need to work full days if finding it hard?

Questions?

