



People Vision  
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# TOP TIPS FOR MATERNITY RETURNERS FOR LINE MANAGERS

- ✓ **The first thing to say to your employee is Congratulations - leave the chat around practicalities for a later date!**
- ✓ **Keep up to date with your HR policies / employee benefits / process around maternity/paternity leave / available support so you can share this in your meeting.**
- ✓ **Support your employees' preparations around leaving and returning from maternity/paternity leave.**
- ✓ **Put yourself in their shoes to try and understand their concerns around leaving and returning.**
- ✓ **Pre-empt the possibility of a flexible working request and be open to the discussion.**
- ✓ **Ask how they would like to stay in touch while on leave.**
- ✓ **Lead your company culture in a positive attitude towards working parents and that they are a valuable part of your organisation.**