

Antenatal Appointments Policy

(Partners and Fathers)

Our approach

We believe both parents should be involved in pregnancy appointments. Statutory law gives partners the right to unpaid time off for up to two antenatal appointments. We go further - we pay you for both.

Your entitlement

If your partner is pregnant, you can take paid time off to attend up to two antenatal appointments. Each appointment can last up to 6.5 hours, including travel time.

This is a Milbank enhancement. The statutory entitlement is unpaid - we pay you at your normal rate.

Who can use this

You can use this right if you are the father of the expected child, or the partner of the pregnant person (including same-sex partners). You must have a qualifying relationship with the mother or the expected child.

Letting us know

Please give your manager reasonable notice before the appointment. They may ask to see your appointment card or letter, but we will keep this as simple as possible.

Questions

If you have questions about this policy, please speak with your manager.

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Version	Date	Author	Changes
V1	23/12/2025	Milbank Group	Creation
V1	21/04/2026	Milbank Group	Approved