



Parental leave policy

ITI is aware that many of our members have, or may have in the future, parental responsibilities that impact on their ability to work, earn income and maintain their ITI membership.

ITI is keen to support those members to continue their membership through a number of flexible options.

Scope of the Parental Leave policy

- The policy applies to all individual ITI members.
- The policy will be introduced from 1 May 2023 and be reviewed on an annual basis. ITI reserves the right to amend or withdraw the policy at any time.
- The policy covers individual members who wish to take a break from their membership for the purposes of maternity, paternity or adoption. The policy is not intended for the purposes of career breaks, carers' leave, long-term health conditions or financial hardship.

Policy

Any member who wishes to pause their ITI membership due to stopping work for a period of maternity, paternity or adoption leave can either:

1. Move to a lower category (e.g. Associate or Affiliate) for an indefinite period of time from their renewal date.
 - Upgrading to their previous category at a later date will not involve resubmitting references or resitting the MITI assessment, if applicable.
 - Benefits and fees will reflect the new chosen category.

or

2. Pause their membership for up to a year, from their renewal date, where no fees are payable or benefits received.
 - Members must notify the membership team at least one month before their renewal date. Evidence will be required to qualify for this option, such as a MAT B1 form or adoption Matching certificate.
 - There will be no rejoining fee on their return at the end of the 12 months (or sooner).
 - If a member chooses not to return at the end of the 12 months then their membership will expire. If they wish to rejoin in the future the rejoining fee will be applicable.
 - Members can return to membership before the end of the 12-month period by simply paying the pro rata fees for the remaining part of their membership year.
 - Members can pause their membership under the terms of this policy more than once but not in consecutive years.
 - Access to and membership of the ITI Networks would be a decision for each individual network.



Qualifying years for Board and FITI applications.

- Assuming members returned within the 12-month agreed period the paused year would be treated as neutral so would not count as a qualifying year but the years before and after would be deemed to be continuous.

If you wish to pause your membership under the terms of this policy, please contact the membership team at membership@iti.org.uk

May 2023

Review date May 2024