

Annex A

Family Leave Policy for Fellows

1. Purpose and scope

1.1. This policy covers Schmidt Science Fellows (hereafter “Fellow/s”) in receipt of active support from the Schmidt Science Fellows program at any stage of the Fellowship Research Placement (hereafter “the Fellowship”). This policy has been reviewed to ensure it is applicable across the range of national and regional jurisdictions where Fellows may be located.

1.2. Our aim is to provide support for Fellows to enable them to maximize the impact of their Fellowship, irrespective of personal family circumstances. Fellows are not employees and are located throughout the world, in association with host institutions. The Schmidt Science Fellows program recognizes that our Fellows will have family commitments and that sometimes this may impact upon their ability to participate fully in the program. Our Family Leave policy aims to be flexible and adaptable, within clear principles, to provide the most appropriate financial and logistical support for each individual circumstances.

1.3. All Fellows in receipt of direct support from Schmidt Science Fellows are eligible for the Family Leave detailed in this policy, regardless of genders or caregiver status (primary/secondary). The details of all Family Leave requests will be handled sensitively and flexibly within the framework of this policy to provide the most appropriate support for each Fellow and their dependents.

1.4. We wish to attract and support the best interdisciplinary science talent to the program, to ensure each individual is able to maximize the opportunity presented by a Fellowship, and to make the greatest contribution to delivering our program vision.

1.5. This policy is non-contractual and may be amended or withdrawn at any time. Family leave is offered on a discretionary basis and each request will be considered fairly with regards to the particular circumstances of each case.

2. Procedure

2.1. A Fellow requiring a Family Leave break from the program should contact the Executive Director in the first instance.

2.2. Requests and queries will be managed in confidence and in accordance with any applicable Data Protection Policy and Privacy Notice.

2.3. Fellows should provide an initial indication of the length of leave they expect to take, although this is in no way binding. However, once a period of leave is agreed we expect Fellows to inform the Executive Director (or any other individual the Fellow has been directed to liaise

with in relation to their leave) in good time in the event they wish to reduce or extend the period of leave or the Fellow's circumstances have changed in a material way relevant to their leave (see 6.2 below).

3. Family Leave Eligibility for Fellows

3.1. Normally, any Fellow in receipt of active support from the program is eligible for a break from their Fellowship Research Placement and program requirements of between 1 month and 12 months for the purpose of caring for dependent immediate family members ("Family Leave")

3.2. Normally, this Family Leave may be taken in a single period or an agreed number of multiple blocks of time not exceeding a total of 12 months. In the event where a Family Leave break of three months or more is required before the commencement of the Fellowship period, the program would defer a Fellowship to a later year.

3.3. Ordinarily only one request for Family Leave (either for one block or a number of multiple blocks, not exceeding 12 months) in relation to the same event (e.g. birth or adoption of a particular child) can be made in each Placement period, whether the program will grant an additional request in relation to the same event is entirely discretionary.

3.4. Family Leave cannot ordinarily be requested or commence within the final six weeks of a Fellow's placement.

3.5. Breaks of less than one month are required to be managed within a Fellow's normal work flexibility.

3.6. Circumstances anticipated where taking a period of Family Leave may be appropriate include, but are not limited to, leave for the birth or adoption of a child for whom the Fellow will have parental responsibility, caring responsibility for a dependent, or long term sickness of a dependent or partner.

3.7. In the event that multiple Fellows seek access to the provisions of this policy to care for the same dependent (for example where Fellows share parental responsibility for the same child), all non-financial benefits (such as time off) will ordinarily apply to those Fellows but only one Fellow may claim supplementary stipend payments (see below), as applicable.

3.8. Each Fellow's circumstances will be discussed with the individual to ensure that this policy is implemented in the way that most appropriately supports their needs, their family, their long-term interests as a Fellow, the aims of the program and, to the extent appropriate, taking into account any provision or support available from any host institution.

4. Stipend payments for Fellows

4.1. Regular stipend payments to Fellows will ordinarily be suspended for the duration of any agreed period of Family Leave. Any balance of stipend payments will resume on a prorated schedule once the Fellow returns to the program.

4.2. A Fellow taking a break for Family Leave of between one to three months will be entitled to a maximum supplement equivalent to \$25,000 for the quarter, pro-rated for periods less than three months. There will be no requirement for repayment by the Fellow. Family Leave breaks of three to 12 months receive no further stipend in addition to the \$25,000.

4.3. For example, a 2022 Fellow taking three months or more Family Leave after six months on the program would have a stipend payment schedule as follows:

- Regular payments received - \$50,000 (initial stipend of \$25,000, second payment of \$25,000)
- Family Leave payment – capped at \$25,000
- No further stipend payments for the remaining Family Leave
- Regular payments resume on return to the program - \$50,000 (balance of regular stipend, payable as \$25,000 and \$25,000)

4.4. Where a Fellow is receiving their stipend through their host institution, the program will liaise with the institution to ensure – to the extent possible - that any arrangement with the host institution will be (at minimum) equivalent to the benefits of this Family Leave policy, and the associated payments as explained in the example above.

4.5. Fellows should not receive program benefits in the event that institutional provision would meet or exceed the level the program would provide, but the program will ordinarily fund the incremental difference should an institutional benefit have a lower value than the program's provision.

4.6. Fellows should also ensure they receive all relevant national or local government benefits applicable to their circumstances and entitlements and should seek their own advice in relation to this.

5. Global Meetings

5.1. Fellows can normally expect to attend three Global Meetings in addition to an announcement/welcome and wrap-up session during the period of active Fellowship. These are held at international locations periodically at dates advised to each cohort. Should a requested period of Family Leave entail a Fellow missing one Global Meeting that they would otherwise be committed to attend, the program will require and support them to attend the corresponding Global Meeting in the following year. However, in the event of a Fellow missing two or more consecutive in-person Global Meetings, the program will require and support them to attend all of the Meetings in the following year (in addition to any Global Meetings they were able to attend in the previous year), to provide the opportunity for them to develop relationships within a cohort environment.

5.2. If a Fellow would prefer to join a specific Global Meeting while on Family Leave and if this does not cause any detrimental impact, the Program will support this in the interests of maintaining Fellowship community and this will have no impact on the ongoing Family Leave.

6. Mentoring and keeping in touch

6.1. Fellows on Family Leave will continue to have access to Academic Council mentoring and program Fellowship Support services on request. The program will continue to share all regular communications with the Fellow but will not require engagement with the Program during Family Leave, other than at least one mentoring session before their planned return.

6.2. Fellows on Family Leave are required to inform the program of any changes to their expected return date.

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