

I'm in the first month of my maternity leave and my employer has announced it'll be making 50 redundancies. Am I more at risk of being made redundant than my colleagues?

The fact that you are on maternity leave should have no bearing on your risk of redundancy. If it is taken into account as a factor by your employer, this would amount to sex discrimination and give rise to a legal claim. Conversely, being on maternity leave is not a shield to protect you from a genuine redundancy if a fair procedure is followed. Sex discrimination claims are very time-sensitive and you should seek advice from the CAB or a law centre as soon as possible.

For more information about maternity rights and rights of working parents, or for contact details of your nearest CAB, go to the Citizens Advice website, adviceguide.org.uk