Sinéad Cummings

Senior Consultant
Software Developer

Parents who code: How to welcome your developers back after parental leave

Opencast

I was excited to finally be a Mum, but I feared I was losing a hugely important part of myself

Leave for everyone

Parent or Developer?

What’s new?

We must create an environment that de-risks taking leave

Why Dev Leads?

Women are

26%

of the UK tech sector workforce

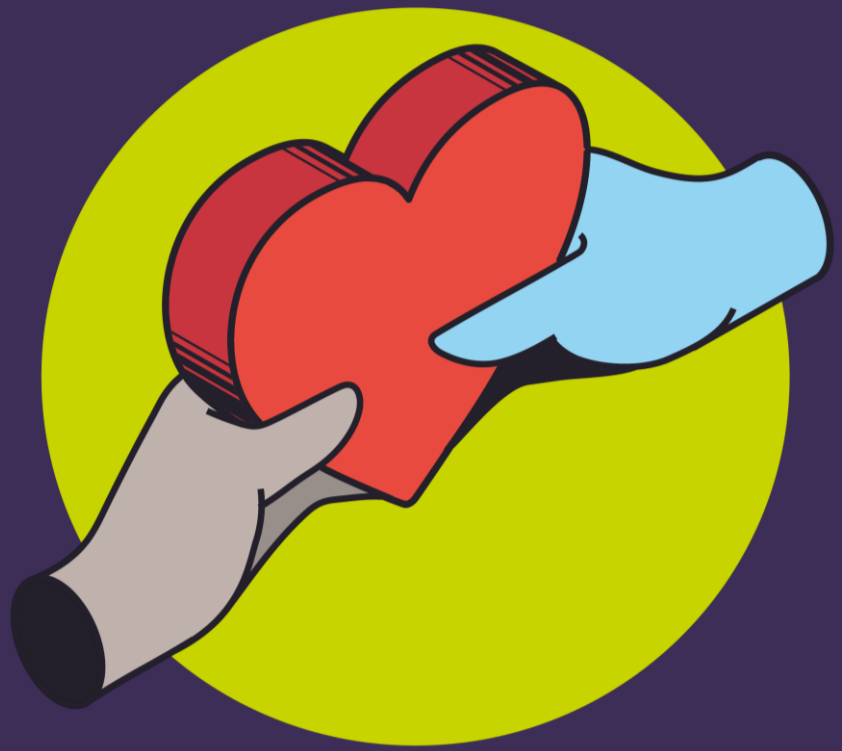
Women are

5%

of leadership roles in the UK tech sector

If we're waiting for mothers to rise to the top before we make meaningful change, we'll be waiting a while!

We must limit the knowledge gap created during leave and consider mental health and well-being on return



How we get it right

Step 1: Documentation

Step 2: Keep In Touch

Work up to

10

days during parental leave

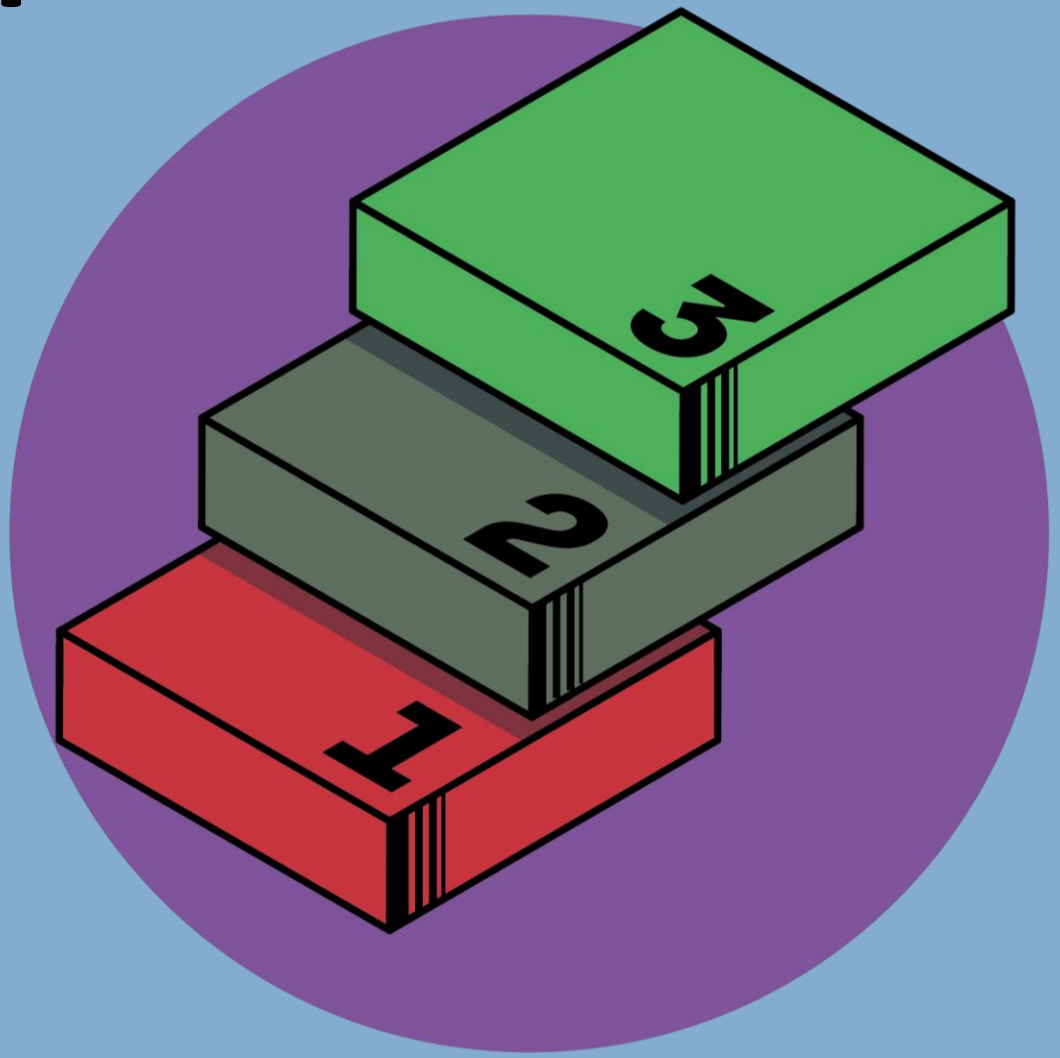
Days are paid

£££

on top of parental pay

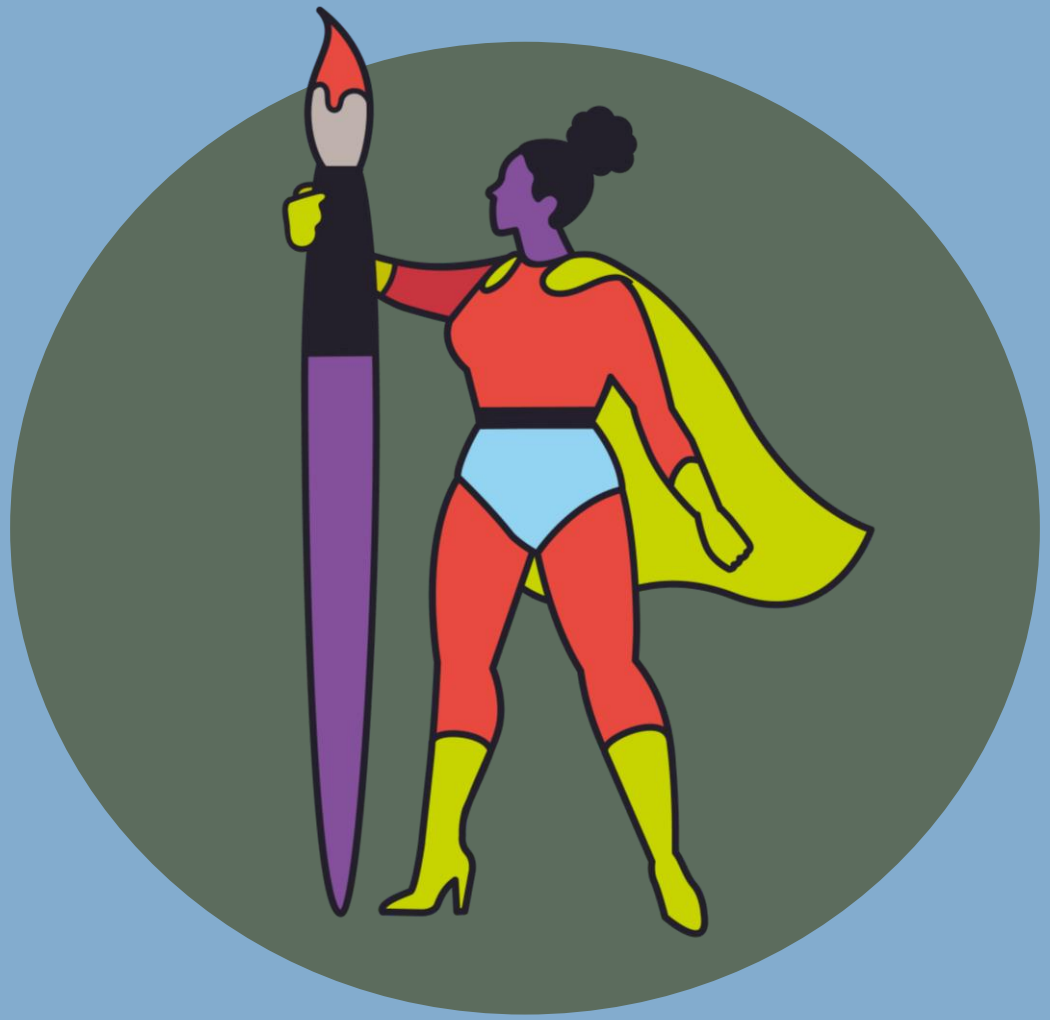
Step 3: Buddies

Next steps



The Maternity Pledge

Parents are choosing to work



It’s OK to be behind

Thank You

Opencast