

[Print on Company Letterhead] [Print on Company Letterhead]

<<Name of (Expectant) Mother>>
<<Address>>
<<Address>>
<<Address>>
<<Post Code>>

<<Date>>

Dear <<Name of (Expectant) Mother>>

Pursuant to your application for flexible working on <<Date>> and our meeting of <<Date>>, I regret to inform you that, after careful consideration, we have decided that your request cannot be accommodated.

Our rejection of your request is based on the following business grounds:

These grounds apply in the current circumstances. <<Describe why the stated business grounds apply>>.

During our meeting you will recall that we discussed the possibility of alternative flexible working patterns, specifically <<Detail any alternatives considered>>. These alternatives have been considered in depth, however we have decided not to accommodate any such alternatives. <<State reasons for rejecting alternatives>>.

You have the right to appeal this decision. If you wish to appeal, please set out in writing the grounds for your appeal. This must be received within <<Number of days>> of your receipt of this letter.

Please do not hesitate to contact me on <<Phone Number>> for further enquiries.

Yours sincerely,

<<Name>>
<<Title>>