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What paid leave is available for employees who suffer a miscarriage (i.e. up to 24 weeks pregnancy) and whether any other support is available.

Under our Maternity, Paternity, Adoption and Shared Parental Leave policy and user guidance, colleagues who suffer a miscarriage (up to 24 weeks of pregnancy) will be entitled to sick leave/pay in accordance with our Sickness Absence Policy. In addition to this, colleagues can access support through our Employee Assistance Programme.

What paid leave is available for employees whose child is stillborn (i.e. after 24 weeks pregnancy) and whether any other support is available.

This is outlined in our Maternity, Paternity, Adoption and Shared Parental Leave policy and user guidance:

- If you have lost your baby after 24 weeks of pregnancy your entitlement to maternity leave/pay and the right to return to work is unaffected.
- Partner is entitled to take Parental Support leave/pay.

In addition to this, as part of our Special Leave Policy colleagues are also entitled to 2 weeks' paid parental bereavement leave

Whether your body is considering any current proposals to change this policy

The Council has recently taken the opportunity to review its Special Leave Policy and has updated the Parental Bereavement entitlement as laid out above; therefore, there are no further plans to increase this entitlement further at this stage.

Our Maternity, Paternity, Adoption, Shared Parental Leave Policy is due for review in 2023. As part of this review, we will benchmark with other organisations to identify best practice. In the meantime, we will continue to keep abreast of employment law relating to this area and make any necessary changes to our provision as and when required.