

## **PARENTAL BEREAVEMENT LEAVE POLICY**

### **1. About this policy**

- 1.1 This policy sets out the arrangements for parental bereavement leave, which is a type of compassionate leave intended to help employees deal with the death of a child or a stillbirth after at least 24 weeks of pregnancy.
- 1.2 For compassionate leave in other circumstances please see our Compassionate Leave Policy.
- 1.3 This policy applies to all employees. It does not apply to agency workers, consultants or self-employed contractors.
- 1.4 This policy does not form part of any employee's contract of employment and we may amend it at any time.

### **2. Entitlement to parental bereavement leave**

- 2.1 You are entitled to parental bereavement leave (PBL) if a child has died or been stillborn after 24 weeks of pregnancy, and you or your partner:
  - (a) are their parent or foster parent;
  - (b) have had the child placed with you for adoption (whether by a UK adoption agency or from overseas);
  - (c) are their intended parent under a surrogacy arrangement;
  - (d) are the natural parent of a child who has since been adopted by someone else, and there is a court order allowing you or your partner to have contact with the child;
  - (e) look after the child in your own home, other than as a paid carer, and have done so for at least four weeks (a parent "in fact").
- 2.2 Parental bereavement leave can be one week, two consecutive weeks, or two separate weeks. It can be taken at any time during the first 56 weeks after the child's death.
- 2.3 Further unpaid compassionate leave may be available under our Compassionate Leave Policy at our discretion. Please speak to your manager if you require further time off in addition to parental bereavement leave.

### **3. Parental bereavement pay**

- 3.1 You may qualify for statutory parental bereavement pay (SPBP) during parental bereavement leave if:
- (a) you have at least 26 weeks' continuous employment ending on the Saturday before the child died; and
  - (b) you earn at least the lower earnings limit for class 1 national insurance contributions.
- 3.2 SPBP is only payable in respect of whole weeks of leave, at the same rate as statutory paternity pay. The rate is set by the government each tax year.

### **4. Leave in the first eight weeks**

- 4.1 In the first eight weeks after a child has died, there is no need to give advance notice to take parental bereavement leave. Please notify your Line Manager as soon as you can on the day you want your leave to start, preferably before the time you would normally start work, where possible. Someone can do this on your behalf if necessary.
- 4.2 If you have already started work, then your parental bereavement leave period will start on the following day. We would usually allow you to take the rest of the day off as compassionate leave.
- 4.3 You can cancel any planned parental bereavement leave in the first eight weeks by telling us at any time before the leave starts, and no later than the time you would normally start work on the first day of the leave period. You cannot cancel leave once it has started.

### **5. Leave after more than eight weeks**

- 5.1 To take parental bereavement leave more than eight weeks after the child has died, please give your Line Manager at least a week's written notice.
- 5.2 Parental bereavement leave can be cancelled with a week's written notice and can be re-booked by giving a week's written notice.

### **6. Written confirmation**

- 6.1 We will ask you to confirm the following information in writing within 28 days of starting any period of parental bereavement leave:
- (a) your name;
  - (b) the date the child died or was stillborn;

- (c) the dates of paid or unpaid parental bereavement leave taken; and
- (d) your relationship to the child.

## **7. Stillbirths, neonatal deaths, adoptions and surrogacy**

- 7.1 Entitlement to maternity leave and pay (see our Maternity Leave Policy) is not affected if your child has died or been stillborn. You can take maternity leave in addition to parental bereavement leave.
- 7.2 You may be entitled to adoption leave and pay as a result of a child being placed with you for adoption, or because you are an intended parent under a surrogacy arrangement (see our Adoption Leave Policy). If the child has died or been stillborn, adoption leave entitlement runs for another eight weeks from the end of the week in which the child died (unless it would already have ended sooner). This is in addition to your right to parental bereavement leave.
- 7.3 You may be entitled to paternity leave and pay as a result of the birth of a child (including a birth to a surrogate mother), or the placement of a child with you for adoption (see our Paternity Leave Policy). If your child has died or been stillborn you can take paternity leave in addition to parental bereavement leave.