

PARENTAL BEREAVEMENT LEAVE POLICY

Purpose

The Foundation is committed to providing support to employees who experience loss in their lives and, in particular, understands that the death of a child, or a stillbirth, can be one of the most harrowing and distressing experiences of someone's life. This policy explains rights to time off, pay during time off and other support offered.

Eligibility for parental bereavement leave

Parental bereavement leave is available from day one of employment. It is available to employees on the death of a child under the age of 18 or to parents who suffer a stillbirth after 24 weeks of pregnancy.

You may take parental bereavement leave if you fall into any one of the following categories:

- a 'natural parent'
- An adoptive parent, and those with whom a child has been placed under the 'foster to adopt' scheme, provided the placement is ongoing
- A 'natural' parent where the child has been adopted but a Court Order exists to allow the 'natural' parent to have contact with the child
- An employee who is living with a child who has entered Great Britain from overseas in relation to whom has received official notification that they are eligible to adopt
- An intended parent under a surrogacy arrangement where it was expected that a parental order would be made
- A 'parent in fact' which is someone in whose home the child has been living for a period of at least four weeks before the death and has had day to day responsibility for the child, subject to exceptions. This category includes guardians and foster parents but does not include paid carers.
- The partner of anyone who falls into the above categories, where they live in an enduring family relationship with the child and their parent.

Length of leave and how it may be taken

A total of two weeks may be taken as parental bereavement leave and you may choose to take leave as:

- A single block of one week
- A single block of two weeks
- Two separate blocks of one week

Leave may start on any day of the week and must be taken in whole weeks. It may be taken at any time in the 56-week period following the death.

If you have suffered a stillbirth after 24 weeks of pregnancy, you are still entitled to take your full entitlement to maternity and paternity leave, provided you were eligible to take maternity or paternity leave in the first place, in addition to parental bereavement leave. Parental bereavement leave cannot be taken at the same time as maternity or paternity leave.

Where more than one child dies or is stillborn, you are entitled to two weeks of parental bereavement leave in relation to each child.

Notification requirements

Leave to be taken within the first 56 days of the death

You do not need to give any advance notice of taking parental bereavement leave. The Company asks that you contact HR by telephone or email by the time you were due to start work on the day you wish leave to begin, or if this is not possible, as soon as is reasonably practicable and notifying whether one or two weeks is to be taken.

Leave to be taken later than the first 56 days since the death

You need to give one week's advance notice of taking parental bereavement leave to HR by telephone or email giving the date on which leave will start and whether one or two weeks is to be taken.

Cancelling or changing leave dates

You can cancel a period of leave that you have already told us about, as long as the period of leave has not already started. If you wish to cancel a period of leave which was to begin within the first 56 days of the death, you can cancel it by letting us know by your normal start time on the day that leave was originally due to start.

To cancel leave which was to begin later than 56 days after the death, you should let us know no later than one week prior to the intended start date.

You can also change the start date of leave by following the notice requirements above.

Payment during leave

Statutory Parental Bereavement leave is paid at the rate of Statutory Pay however The Foundation offers enhanced pay and will top up this pay to full pay for up to 2 weeks leave taken.

Terms and conditions during leave

During parental bereavement leave, you remain entitled to receive your normal contractual terms and conditions of employment that you would have received had you not taken this leave. This will include contractual benefits, subject to the terms of these benefits.

Returning to work

On your first day back to work, HR will hold an informal meeting with you to discuss any arrangements regarding your return to work and any additional support we may be able to offer you.

We appreciate that a temporary period of flexible working may be beneficial to employees after they have suffered a loss. If you would like to discuss this further, please contact your line manager.

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