

Pregnancy Loss Policy

Contents

1	Scope	2
2	Pregnancy Loss	2
3	Confidentiality	2
4	Time Off	3
5	Medical Appointments & Support	3
6	Returning to Work	3
7	Additional Support	3
8	Ownership and responsibility	4

1 Scope

- 1.1 The purpose of this policy is to provide specific support to employees that suffer a pregnancy loss in addition to our family friendly policy and parental bereavement leave policy.
- 1.2
- 1.3 Pregnancy loss is regrettably more common than people think or choose to speak about with an estimated one in four pregnancies in the UK ending in miscarriage. It is a very personal experience with both physical and emotional consequences for the person going through it as well as family and friends providing support.
- 1.4 This policy applies to owners, directors, heads of department, managers, and permanent and temporary employees.
- 1.5 Self-employed consultants should apply this policy to any of their own employees in so far as practicable.
- 1.6 A current version of this document is available on the Company intranet.

2 Pregnancy Loss

- 2.1 A pregnancy loss is defined as a loss of a pregnancy during the first 23 weeks and can be for a range of reasons:-
 - Miscarriage – the spontaneous loss of a pregnancy during the first 24 weeks
 - Ectopic pregnancy – when a fertilised egg develops outside of the womb
 - Molar pregnancy – when an abnormal fertilised egg implants into the uterus
 - Embryo transfer loss – when an embryo transfer during fertility treatment does not result in a pregnancy
 - Abortion or termination of a pregnancy following a medical or surgical procedure
- 2.2 If you are affected by a pregnancy lost from 24 weeks for either of the following reasons:-
 - Stillbirth – the loss of a baby from 24 weeks during labour or birth
 - Neonatal loss – the lost of a live born baby up to 28 days after the birth

You are entitled by law to leave which is detailed in the Parental Bereavement Policy.

3 Confidentiality

- 3.1 Pregnancy loss is a very private and difficult experience and one that is treated with the utmost confidentiality.
- 3.2 Information would only be shared if there were serious concerns for safety or that of others in relation to the situation.
- 3.3 Support is available via line management, the HR department or via our Well Being Officers and Mental Health First Aiders and it is acknowledged that depending on the circumstances different individuals within Taylor Rose MW are available to be contacted in order to provide the most appropriate support.
- 3.4 Employees are encouraged to speak to the most appropriate person that they feel comfortable sharing their experience with to ensure that the right support can be arranged at the earliest opportunity.

3.5 For those that may not initially feel comfortable discussing with anyone in the work environment are encouraged to contact the additional support options detailed in this policy.

3.5 It is hoped that by publishing this policy and detailing the support available, it will help with understanding and ensuring the right support and guidance is provided throughout the business and experiences are shared so they can be supported.

4 Time Off

4.1 A period of 3 days paid compassionate leave is available to initially support absence from work.

4.2 The length of time off required will vary with individual's experiences and there are no restrictions on how much time off is taken nor how that time is taken within our current policies or how it is processed at the discretion of the business, which will be discussed with the individual to determine the most appropriate support required.

4.3 Any time off taken for pregnancy loss will not trigger any absence management processes in relation to number of sick days required to be taken.

5 Medical Appointments & Support

5.1 Attending medical or additional support appointments will be facilitated and can be discussed in order to best support the requirements of the individual.

6 Returning to Work

6.1 A phased return to work, temporary change to working arrangements or home working may be appropriate and the options available will be discussed to ensure that any adjustments made are the most appropriate and facilitated in the most appropriate way. Any changes can also be reviewed once in place to ensure that any changes continue to remain appropriate for the needs of the employee.

7 Additional Support

7.1 Additional support outside of line management, HR and the Well Being Officers are available from the following places:

Miscarriage Association
www.miscarriageassociation.org.uk
01924200799
info@miscarriageassociation.org.uk

Ectopic Pregnancy Trust
www.ectopic.org.uk
020 7733 2653

Sands
www.sands.org.uk
0808 164 3332
helpline@sands.org.uk

Petals provides specialist counselling services after a pregnancy loss
www.petalcharity.org

Arc offers support during antenatal screening and following a termination

www.arc-uk.org

Abortion Talk offers the opportunity to talk about abortion in supportive and non judgemental environment.

www.abortiontalk.com

8 Ownership and responsibility

- 5.1 The HR Director is responsible for this document and for supervising the Company's pregnancy arrangements. If the HR Director is unavailable and a response is required, you should contact the HR department.
- 5.2 The Accreditations, Risk and Compliance Coordinator is responsible for reviewing this document to ensure compliance and its continued suitability, adequacy and effectiveness for the purposes of quality and security accreditations.
- 5.3 The Audit Manager is responsible for verifying compliance with Company policies and procedures.
- 5.4 Department heads and managers have a delegated level of responsibility for promoting compliance with this Policy within their departments.
- 5.6 Individuals working for or on behalf of the Company are responsible for understanding and following the Company's policies and procedures and reporting any breaches to an appropriate person.