

# BABY LOSS GUIDANCE

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## 1. Introduction

East London NHS Foundation Trust is committed to supporting all employees who suffer the loss of a pregnancy, whether it happens directly to them or their partner, regardless of the nature of their loss, and whatever their length of service. The Trust understands that there is a maternity policy in place for employees who suffer a baby loss from the 24<sup>th</sup> week of pregnancy, therefore we would like to offer support to employees who suffer their loss prior to this government legislation. (please see Maternity & Shared Parental Leave Policy below)

This guidance recognises that pregnancy loss can be a bereavement, and one not isolated to women or heterosexual couples.

This guidance also makes no assumptions about how employees suffering a loss feels, or how they want to be treated. It instead aims to outline the support that is available, and advice that may be useful, should an employee need it.

### **Definitions of pregnancy loss and who is included in this guidance:**

Failed IVF transfer, molar/partial molar pregnancy, ectopic pregnancy, early miscarriage, miscarriage and termination.

## 2. Details of this Guidance

The Trust is committed to supporting anyone experiencing pregnancy loss, regardless of their length of service, and whether they are in the office or working remotely. Everyone's experience is different, and an employee is entitled to discuss bespoke arrangements with their line manager, People Relations Advisor if needed, based on their individual circumstances.

## 3. Leave available

All employees who have been affected by a pregnancy loss (including partners) are entitled to take 3 days (22.5 hours) bereavement leave in line with the Leave for Bereavement Policy (For further information please **refer to the Annual Leave & Special Leave policy section 37**). Employees can also self-certify, without the need for a fit note. Recovery from a pregnancy loss does not have a time limit and employees may find they need to take further period of absence which will be covered under the Trust's Managing Sickness and Absence Policy (see below). Employees may also require to take sickness leave after having returned to work, which they are entitled to. Employees should not feel judged or discriminated against when requesting time off to recover from their loss.

Staff have the right to take time off for medical appointments, please refer to the Annual and Special Leave Policy.

## 4. Line Managers Responsibility

- Review available resources to support employees through pregnancy loss, when one of their direct reports is in need of support.
- Ensure they are aware of the support the Trust provides and the terms of this guidance.

- Maintain regular contact - agree a suitable time and date to check-in with an employee before they return to work after pregnancy loss, and put in regular follow up check-ins to review any support and make any necessary adjustments that an employee may need. These regular check-ins are particularly important when working remotely, as it can be harder to spot when an employee is suffering. If employee needs to be referred to OH regarding return to work adjustments then please discuss .
- Treat all parents and partners equally.
- Be patient.
- Ensure they listen to the needs of each employee individually and are open and willing to have discussions about pregnancy loss, ensuring confidentiality where requested by the employee.
- Record absence as pregnancy related for self certified absence to ensure this absence doesn't affect Bradford score.
- Work together with the employee to ensure that the right support is provided that satisfies the employee and the Trusts needs i.e. the Employee Assistance Programme, Occupational Health and the Wellnll Hubs and offer flexible working where possible..
- Ensure all members of their team are aware of this guidance and know where to find information and seek support.
- Seek advice from your local People Relations Advisor , if necessary

## 5. General Support available

**Employee assistance programme** – Care First offers a free counselling and information service 0800 174 319.

**The KeepingWell NEL** workforce wellbeing and resilience hub is there to support the wellbeing, resilience and mental health needs of NHS and health and social care colleagues across north east London

**London: Contact KeepingWellNEL Hub - <https://keepingwellnel.nhs.uk>**

**Luton & Bedfordshire: Contact the KeepingWellBLMK Hub – <https://keepingwellblmk.nhs.uk>**

**Occupational Health** - Team Prevent 01327 810269 or [CS-G@teamprevent.co.uk](mailto:CS-G@teamprevent.co.uk)

## 6. External Support

The Miscarriage Association <https://www.miscarriageassociation.org.uk> - Founded in 1982 by a group of people who had experienced miscarriage, the Miscarriage Association continues to offer support and information to anyone affected by the loss of a baby in pregnancy, and works to raise awareness and promote good practice in medical care. Whilst they do not provide counselling services themselves, they provide more information on counselling services that are available.

SANDS <https://www.sands.org.uk> - SANDS is an organisation that can offer you support if your baby dies during pregnancy or after birth. They also run a helpline 10am - 3pm Monday to Friday and 6pm - 9pm on Tuesday and Thursday evenings: 0808 164 3332

Petals <https://petalscharity.org> - Petals is an organisation providing specialist counselling services after a pregnancy loss.

The worst girl gang ever” [www.theworstgirlgangever.co.uk](http://www.theworstgirlgangever.co.uk) - award winning podcast and Instagram page who support, empower, educate and smash the taboo of miscarriage & baby loss.

The saying goodbye charity <https://www.sayinggoodbye.org/> - offers support to those who have lost pregnancy at any stage.

SiMBA charity <https://www.simbacharity.org.uk/> - offers support to bereaved families. Also offers free advanced bereavement training for hospital staff.

4Louis <https://4louis.co.uk/> - offers bereavement training to professionals.

## 7. Policies



Annual and Special  
Leave Policy 6.0.pdf



Maternity, Adoption  
& Shared Parental Le



Work-life Balance  
Policies.pdf



Managing Sickness  
Absence Policy v8 - F