Bereavement Leave Pathways from April 2027

Has the employee suffered a bereavement or pregnancy loss?

Pregnancy Loss
(including all types before 24 weeks, including miscarriage, terminations or IVF embryo transfer loss)

Is the employee:

(a) the person who was pregnant;

(b) a spouse, civil partner, the other parent, or partner in a committed longterm relationship with the person who physically experienced the pregnancy loss;

(c) an intended coparent; or

(d) an intended parent in a surrogacy arrangement?

YES

Pregnancy Loss Leave Entitlement

Employee is entitled to two weeks of unpaid pregnancy loss leave, prorated to represent the employee's usual working pattern

This leave can start on either:

(a) the date of the pregnancy loss; or

(b) the date of knowledge of the pregnancy loss.

Leave can be taken discontinuously, in units of one day, at any point within 56 weeks of the pregnancy loss or knowledge of the pregnancy loss.

NO

The employee is not entitled to Pregnancy Loss Leave.

Bereavement

Has the employee suffered the death of a child under 18, or a stillbirth after the end of the 24th week of pregnancy?

YES

At the time of the child's or baby's death, was either the employee or their partner:

(a) the biological or adoptive parent, including the parent of a child born to a surrogate;

(b) the person with day-to-day responsibility, where the child or baby had lived with them at home for 4 continuous weeks up to the death; or

(c) a paid carer only where they were a foster parent paid by a local authority, reimbursed for care expenses, or receiving payments under a will or trust for the child's or baby's care?

YES

Parental Bereavement Leave Entitlement

Employee is eligible to take up to two weeks' parental bereavement leave.

This can be taken within 56 weeks of the child's or baby's death, either as one block of 2 weeks or as two separate blocks of 1 week taken at different times.

If the employee has 26 weeks' service and meets the applicable earnings criteria, they will be entitled to Statutory Parental Bereavement Pay.

NO

The employee is not entitled to Parental Bereavement Leave or Statutory Parental Bereavement Pay.

NO

Q5 Has the employee suffered the death of an immediate family member, including biological, adopted, step and half-relations, or equivalent parental relationships in kinship and foster care arrangements?

This includes a spouse, civil partner or partner in a committed long-term relationship, whether cohabiting or not, as well as parents, adult children or siblings.

YES

Bereavement Leave Entitlement

Employee is entitled to two weeks of unpaid bereavement leave, prorated to represent the employee's usual working pattern.

Leave can start on either:

(a) the date of knowledge of the death; or

(b) the date of death.

Leave can be taken discontinuously, in units of one day, at any point within 56 weeks of the death or knowledge of the death.

NO

The employee is not entitled to Bereavement Leave.

Rules in common to both Pregnancy Loss Leave and Bereavement Leave

- For leave taken within the first 8 weeks of the pregnancy loss or bereavement, the employee must give notice before they are due to start work on the day they intend to take leave, or as soon as is reasonably possible thereafter. For leave taken more than 8 weeks after the pregnancy loss or bereavement, 1 week's notice is required before the requested date of leave.
- Any form of notice is acceptable, including informal messages by text or WhatsApp.
- Employees do not have to provide evidence of a pregnancy loss or bereavement to their employer to access the relevant leave.