

Holidays and Leave

Parental Bereavement Leave

Parental bereavement leave is time off to deal with the death of a child, if they die under the age of 18 or are stillborn after 24 weeks' pregnancy. Eligible parents may take up to 10 days paid leave in the 52 weeks following the child's death.

Those who are eligible for parental bereavement leave are:

- Biological parent
- Adoptive parent, if the child was living with them
- Person who lived with the child and had responsibility for them, for at least 4 weeks before they died.
- Intended parent – due to become their legal parent through surrogacy
- Partner of the child's parent, if they live with the child and the child's parent in an enduring family relationship.

All requests for parental bereavement leave should be to the HR team in the first instance.