

Work and Baby Loss - Do's and Don'ts

Pregnancy loss and the death of a baby is one of the most distressing events that anyone can experience. It can impact upon every aspect of a bereaved parent's

life, and the workplace is no exception. There are many things a company can do to support bereaved parents after the death of their baby.

Here are some simple steps you can take that can make a big difference:

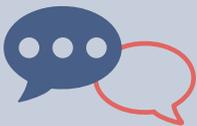
Do

✓ Reach out to staff when their baby has died



Over one-quarter (27%) of bereaved parents were not contacted by their employer after their baby died. The lack of contact after a death can be extremely isolating – saying sorry for your loss, acknowledging what has happened and reaching out is a better option than saying nothing.

✓ Talk to bereaved parents when they return to work



Whether you are a manager or a colleague, by starting a conversation you are helping to break the silence around the death of a baby. Many people are scared they will say the wrong thing, but saying nothing has its own impact. A few kind words can go a long way.

✓ Be flexible and listen to their needs



Support in deciding how and when to return to work, and around difficult dates such as anniversaries, is crucial. Provide parents the space and time to be able to make decisions that are right for them. Let them know the organisation is there to provide information and support them.

Don't

✗ Make assumptions



You cannot assume how a parent may feel following the death of a baby, or what they may want or need in the workplace. Ask and listen – do not make decisions on their behalf. Ask them what would help in their situation.

✗ Leave parents without support



Only 58% of parents felt supported to return to their role following a bereavement, and just one-in-five were aware of their employer's policies for supporting staff if their baby died. Does your organisation have policies in place to help staff after a bereavement, and are these properly communicated?

By talking and listening to bereaved parents you can help provide an environment at work that is caring and supportive. This will help to meet your commitment to your staff's mental wellbeing, and enable valued team members to return to their role should they wish to following the death of their baby.

To find out more, contact us on consultancy@sands.org.uk

We can help you get things right

Sands can support you and your team to make sure you are getting things right. Whether through our workplace training sessions, support in developing bereavement policies or other

assistance that you need, our essential services for employers will make sure you and your team have the awareness and confidence you need to support a bereaved parent in the workplace.



Workplace training



Support in policy development



Assistance to ensure you can enact best practices



Build your teams awareness and confidence

*"It's incredibly important for us as a company to support the wellbeing and mental health of all our employees. Ensuring we have the right support in place for anyone who has been affected by baby loss is a crucial part of our mental health programme and so it was imperative that we took part in these **informative and expertly delivered training workshops** from Sands."*

Paul Hay, Environment,
Health and Safety Training Manager at Lendlease

Get in touch today

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