

Corporate Committee – 31 January 2023

Notice of Motion

Pregnancy Loss Pledge

Miscarriage is the most common loss of pregnancy, affecting 1 in 4 known pregnancies. Miscarriage is legally defined in the UK as the loss of a baby up to 23 weeks and 6 days of a pregnancy and a stillbirth relates to the loss of a baby from 24 weeks.

Under current UK legislation, employees who experience stillbirth are entitled to two weeks Statutory Parental Bereavement Leave. They are also entitled to Maternity or Paternity Leave in addition to any Shared Parental Leave planned prior to their loss. Employees who lose their baby before 24 weeks of pregnancy have no such entitlement instead they have to rely on annual leave, sick leave or unpaid leave if they feel unable to return to work following the loss of a baby.

The loss of a baby at any stage of pregnancy can be a major source of grief and trauma and can have a significant impact on the mental wellbeing of women and men. It is imperative that they are given time to grieve and that their loss is acknowledged by their employer in a compassionate and supportive manner.

Council therefore agrees that a report is brought to Corporate Services Committee outlining the standards advocated within the Miscarriage Association Pregnancy Loss Pledge already adopted by several Scottish Local Authorities and many organisations in the UK and that the report asks the Council to consider embedding these standards within Moray Council's employment policies.

Proposer: Councillor Morrison

Seconder: Councillor Coull