

# All miscarriages and terminations need paid bereavement leave



Miscarriages and termination for medical reasons before the 24th week of pregnancy must be result in paid parental bereavement leave, a ground breaking new charter from GMB Union says.

The new [Pregnancy Loss Charter](#) stipulates employers should provide a minimum of one month's paid leave for the pregnant person and two weeks for partners or prospective co-parents.

The Charter is being rolled out during Baby Loss Awareness week this week.

It also includes:



- Inclusive Support
- Training for Management
- Confidentiality
- Access to Specialized Services

It also highlights that some people are more likely to lose pregnancies – including Black women who experience a much higher rate of miscarriage.

Current legislation gives a statutory right to leave for all employed parents if they lose a child under the age of 18, or have a stillbirth from the 24th week of pregnancy – but there is no statutory provision for loss before 24 weeks.

**Beverly Gunning, a London council worker who went through pregnancy loss, said:**

“This charter is much-needed and long overdue.

“You need so much support when you lose a baby, you don’t know who to turn to, you need help from your workplace.

“I lost a twin and I get reminded of that every day.

“As a black, single mother this experience was even harder”

“I couldn’t go back to work, I just couldn’t.

“This charter can provide better opportunities and support for people who suffered what I went through.”

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**Press office**

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