



<b>Subject:</b>	<b>Pregnancy Loss Pledge</b>
<b>Date:</b>	22nd October, 2021
<b>Reporting Officer:</b>	Christine Sheridan, Head of Human Resources
<b>Contact Officer:</b>	Catherine Christy, Human Resources Manager

<b>Restricted Reports</b>	
<b>Is this report restricted?</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>If Yes, when will the report become unrestricted?</b>	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

<b>Call-in</b>	
<b>Is the decision eligible for Call-in?</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

<b>1.0</b>	<b>Purpose of Report/Summary of Main Issues</b>
1.1	To seek approval to sign up the Miscarriage Association's Pregnancy Loss Pledge
1.2	Cllr. Michelle Kelly has requested that the Council consider signing up to the Miscarriage Association's (MA) Pregnancy Loss Pledge. This campaign urges employers to commit to supporting staff through the distress of miscarriage.
<b>2.0</b>	<b>Recommendation</b>
2.1	The Committee is asked to agree that the Council signs up to the Miscarriage Association's Pregnancy Loss Pledge.
<b>3.0</b>	<b>Main Report</b>
	<b>Background</b>
3.1	Cllr. Michelle Kelly has requested that the Council consider signing up to the Miscarriage Association's (MA) Pregnancy Loss Pledge. This campaign urges employers to commit to supporting staff through the distress of miscarriage.

3.2 The Pregnancy Loss campaign asks employers to:

- Encourage a supportive work environment where people feel able to discuss and disclose pregnancy and/or loss without fear of being disadvantaged or discriminated against
- Understand and implement the rules around pregnancy-related leave, ensuring staff feel able to take the time off they need
- Show empathy and understanding towards people and their partners experiencing pregnancy loss Implement a pregnancy loss policy or guidance, or ensure it is included in sickness, bereavement or other workplace policies – being mindful of the needs of partners, too
- Encourage line managers to access in-house or external guidance (such as that available on the Miscarriage Association’s website) on how to support someone experiencing pregnancy loss
- Support people back to work by being responsive to their needs and showing flexibility wherever possible”

**Current Support available to Staff**

3.3 Our current approach to managing employee absence resulting from miscarriage is set out in the Attendance Booklet that accompanies the Attendance Policy. Line managers are directed to seek further guidance where necessary from their Business Support, Employee Relations or from Occupational Health. In addition, our Employee Counselling service is available to everyone should staff wish to avail of this service.

3.4 While the Attendance Policy, advice and support materials etc. are already aimed at ensuring that pregnancy loss absence is managed sensitively and that employees are fully supported, we will ensure that the Pregnancy Loss Pledge criteria are fully considered and integrated into the ongoing review of the Attendance Policy and supporting materials.

**Financial and Resource Implications**

3.5 There are no financial implications to this report.

Line managers will be provided with / signposted to any necessary guidance and advice to ensure that staff experiencing pregnancy loss are fully supported in line with the Pregnancy Loss Pledge.

3.6	<p><b><u>Equality and Good Relations / Rural Needs Implications</u></b></p> <p>There are no adverse equality or good relations implications to this report and the report recommendation is fully aligned to promoting equality and diversity within, and the health and wellbeing of our workforce.</p>
<b>4.0</b>	<b>Documents Attached</b>
	None