



**PREGNANCY LOSS
POLICY**

May 2025

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1. INTRODUCTION

- 1.1 If you are reading this policy, it is likely that you may have recently suffered the loss of a pregnancy, you are the partner of someone who has recently suffered the loss of a pregnancy, or a parent who has experienced pregnancy loss through a surrogate
- 1.2 With this in mind, we urge you to read this policy carefully, understand the spirit of its intent and if required, seek further advice or support from the people and organisations referenced.

2. PURPOSE

- 2.1 As part of our commitment to wellbeing, we firmly believe that supporting our people during pregnancy loss is one of the most important things that we can do. Regardless of the circumstances of the loss, employees may need on-going support and understanding from their Line Manager and work colleagues.
- 2.2 In the midst of events that can feel totally out of control, a supportive workplace can be an important source of structure and 'normality'. This policy seeks to provide reassurance, information and to signpost people to sources of help and support available to them.

3. SCOPE

- 3.1 This is a group level policy that applies to all employees of Anglian Water Group Limited and its subsidiaries (including but not limited to Alpheus Environmental Limited, AVH Parks Limited, TIDE Services Limited and AWG Group Limited) but excluding Anglian Water (Ireland) Limited and Wave Limited (and their respective subsidiaries, which include Celtic Anglian Water Limited and Anglian Water Business (National) Limited)..

4. STATUS

- 4.1 This policy and guidelines are subject to regular review by the Company and are updated as appropriate.

5. POLICY OWNER

- 5.1 Head of Employee Relations

6. POLICY

- 6.1 Pregnancy loss can be a frightening, lonely and traumatic experience for both women and men. It is often both physically and emotionally painful, with effects that can last for a very long time.
- 6.2 Pregnancy loss may occur in different ways:
- Miscarriage – the spontaneous loss of a pregnancy during the first 24 weeks.
 - Ectopic pregnancy – when a fertilised egg develops outside the womb.
 - Molar pregnancy – when an abnormal fertilised egg implants in the uterus.
 - Neonatal loss – the loss of a live-born baby up to 28 days after the birth.
 - Embryo transfer loss – when an embryo transfer during fertility treatment does not result in pregnancy.
 - Termination of pregnancy for a medical reason (TFMR), which can occur due to serious medical issues affecting the baby, mother or both.
- 6.3 All pregnant employees affected by stillbirth (the loss of a baby from 24 weeks, during labour or birth), or neonatal loss (the loss of a live-born baby up to 28 days after the birth) are entitled to maternity benefits and do not need to use the pregnancy loss policy. If you are the partner of someone who has recently suffered the loss of a pregnancy, or a parent who

has experienced pregnancy loss through a surrogate, you should refer to the [Bereavement Policy](#).

- 6.4 Managers supporting employees who have experienced the loss of a pregnancy, for whatever reason, are encouraged to refer to the "Pregnancy Loss – Support Guide for Managers" for a further help and advice.
- 6.5 To support our people, we offer a flexible approach to time off work following the loss of a pregnancy.
- 6.6 In accordance with the [Company's Supporting Attendance Policy](#), when a woman who has lost a pregnancy, for whatever reason, is recording sickness absence on Good Shape for pregnancy loss, the sickness absence in the 'pregnancy-related' category should be used. Any period of sick leave will not count towards the Company's sickness absence trigger points as time off during and after a pregnancy loss is protected as 'pregnancy-related' absence.
- 6.7 If a woman's partner or close relative needs to take time off work following the loss of pregnancy, bereavement leave should be discussed with Line Manager.
- 6.8 It is essential that employees wishing to take bereavement leave contact their Line Manager at the first possible opportunity to discuss their needs and maintain reasonable contact with their Line Manager during any period of absence. Please refer to the [Bereavement Policy](#) which explains how to book this leave.

7. EMPLOYEE SUPPORT

- 7.1 The Company's independent Employee Assistance helpline is a confidential service available 24 hours a day, 7 days a week. They provide health and wellbeing support for employees during their employment, including when an employee has suffered a bereavement. They can be contacted on freephone **01480 323323 (option 4)**.
- 7.2 There are a number of charities and support organisations available to provide support. The contact details of some of these are provided at [Appendix 1](#).

8. FURTHER ASSISTANCE

Please contact your Employee Relations Manager or HR Business Partner for further assistance.

LAST REVIEWED

May 2025

Appendix 1

A list of external organisations and charities offering support to people affected by pregnancy or baby loss:

- <https://www.tommys.org/>

Support and information for all types of pregnancy and baby loss.

- <https://www.sayinggoodbye.org/>

Offers support, advice and a befriending service. You can also attend Saying Goodbye ceremonies across the country.

- <https://www.childbereavementuk.org/>

Has support groups, offers counselling and lots of online resources.

- <https://www.cruse.org.uk/>

Offers six sessions talking to a trained bereavement volunteer.

- <https://www.sands.org.uk/>

A charity that provides support to anyone affected by the death of a baby.

- <https://twinstrust.org/>

Provides support after losing a multiple birth baby.

- <https://ectopic.org.uk/>

The EPT provides information, education, and support to those affected by ectopic pregnancy and to the health professionals who care for them.

- <https://www.lullabytrust.org.uk/>

The Lullaby Trust raises awareness of sudden infant death syndrome (SIDS), provides expert advice on safer sleep for babies and offers emotional support for bereaved families.

- <https://www.miscarriageassociation.org.uk/>

Offers support and information to people affected by miscarriage.

- <https://www.achingarms.co.uk/>

A charity helping to support people who have suffered the loss of a baby during pregnancy, at birth or soon after.

- <https://babyloss-awareness.org/organisations/>

Providing support to anyone affected by pregnancy loss and the death of a baby.

- <https://petalscharity.org/>

Petals support parents to navigate the trauma of pregnancy and neonatal loss, while raising awareness and promoting honest conversations about baby loss.

- <https://www.arc-uk.org/>

ARC – Antenatal Results & Choices charity, sharing a lot of different resources and helpful pages on various reasons for TFMR. There are also people on the helpline who will specifically focus on parents facing TFMR as those on the helpline have been through it themselves.

*Please note this is not an extensive list but a summary of most relevant organisations.