

Pregnancy Loss Policy

Updated: July 2021

Danske Bank





*Arrangements for
compassionate leave.
Giving colleagues the
time they need to deal
with the loss of a child
or a stillbirth.*

Danske Bank is committed to supporting all colleagues who suffer the loss of a pregnancy, whether it happens directly to them, their partner or their baby's surrogate mother, regardless of the nature of their loss, and whatever their length of service.

This policy also makes no assumptions about how colleagues suffering a loss feel, or how they want to be treated. It instead aims to outline the support that is available, and advice that may be useful, should a colleague need it.

This policy is inclusive in its application – our WHO section tells you more.

WHO is this policy for?

- 1 Colleagues who suffer a pregnancy loss, whether it happens directly to them, their partner or their baby's surrogate mother
- 2 People Leaders of colleagues who are experiencing or have experienced such losses; and
- 3 Colleagues who wish to support fellow colleagues through pregnancy loss.

Medical support whilst in the office:

For colleagues experiencing symptoms of pregnancy loss whilst in the office, they can contact the Danske Bank Control Room on ext. 77208 and request a female first aider if preferred. A Well-being/First Aid room is available for privacy until medical staff arrive if required. This room is located on the 2nd floor; when out of the lift or stairwell turn right through the double doors and located first door on the right.

WHY is this policy important?

Pregnancy loss is devastatingly more common than many people think. An estimated one in four pregnancies ends in miscarriage (source: The Miscarriage Association) and one in every 200 births in the UK each year is classed as stillborn.

The experience of pregnancy loss is poorly understood due to the silence surrounding it. It varies from person to person, but it can be an incredibly painful event that has a lasting physical and emotional impact on those experiencing it and their families, no matter the nature of the loss or when it happens.

We recommend reading more about the nature of different types of pregnancy loss, you can find links against the definitions in the box below, and also in the 'Where' section on page 15. When reading, please bear in mind that every individual's experience is unique.

'Pregnancy loss' includes but is not limited to:

Miscarriage: the loss of pregnancy until 24 weeks of gestation.
[Learn more about miscarriage >](#)

Stillbirth: the loss of a baby after 24 weeks, before or during birth.
[Learn more about stillbirth >](#)

Abortion: a medical or surgical procedure to end a pregnancy.
[Learn more about abortion >](#)

Ectopic pregnancy: when a fertilised egg implants and grows outside of the uterus. [Learn more about ectopic pregnancy >](#)

Molar pregnancy: a rare form of pregnancy in which a non-viable fertilised egg implants in the uterus and will fail to reach full term.
[Learn more about molar pregnancy >](#)

Neonatal loss: the loss of a baby within the first 28 days after they are born, often caused by premature births or genetic disorders.
[Learn more about neonatal loss >](#)

At a glance

- 1 10 days' paid leave
- 2 Paid leave for medical appointments
- 3 Flexible working
- 4 General support

WHAT are the details of the policy?

Danske Bank is committed to supporting anyone experiencing pregnancy loss with the help we describe below, regardless of their length of service, and whether they are in the office or working remotely. Everyone's experience is different, and a colleague is entitled to discuss bespoke arrangements with their People Leader and HR if needed, based on their individual circumstances.

All types of pregnancy loss:

10 days' paid leave

All colleagues who have been affected by a pregnancy loss (including partners and those with a surrogate mother) are entitled to 10 days' leave on full pay. Colleagues can self-certify, without the need for a fit note. If you require a further period of absence, details of our Sickness Absence Policy can be found on our HR Discover Site. Emotional and physical recovery from a pregnancy loss does not have a time limit and colleagues may find they need to take further sickness leave after having returned to work, which they are entitled to.

We recognise that grief can re-emerge in future years around the time of significant events, key dates, another loss, or a particularly stressful time, therefore it may be helpful to allow a colleague to take leave at such times and paid Special Leave provided. You can find our policy on Special Leave on our HR Discover Site.

Paid leave for medical appointments

Colleagues are entitled to paid time off to attend appointments (or to accompany their partners) relating to pregnancy loss which do not fall within an agreed period of leave, including but not limited to medical examinations, scans and tests, and mental health-related appointments. People Leaders should recognise that it will not always be possible for colleagues to arrange these around the demands of their work due to the nature of pregnancy loss, and should support colleagues in managing the impact of time away from work.

① Please note

It can be hard to find the right language to use when describing pregnancy loss. Danske Bank has chosen to use the most widely-used and accepted terms within this policy but welcomes feedback

Flexible working

When a colleague is not on leave, Danske Bank recognises that flexibility is key to anyone suffering a pregnancy loss, and aims to facilitate flexible working wherever possible. Danske Bank has an established Flexible Working Policy that can be found on our HR Discover Site that allows colleagues to make a permanent change to their contract. However, should a colleague require a more temporary/flexible change, working arrangements could include:

- More breaks and time away from their computer
- Flexibility to work in other areas of the building when in the office
- Earlier start times and finish times to avoid peak travel times when travelling into the office
- A request to reduce working hours on a temporary basis
- Turning their camera off when on video calls

These should be discussed and agreed with the colleague's People Leader (or another suitably identified colleague if the individual does not feel comfortable disclosing to their People Leader). The arrangements will be reviewed on a regular basis to ensure these adjustments continue to meet the needs of the colleague.

General support

Danske Bank aims to facilitate an open, understanding working environment. We encourage colleagues to inform their People Leader that they are experiencing pregnancy loss at an early stage to ensure that the necessary support can be arranged. Colleagues who do not initially feel comfortable discussing the issue with their direct People Leader may find it helpful to have a confidential conversation with:

- HR Business Partner
- Team Leader
- Another suitably identified colleague

Medical support

We encourage colleagues to speak to their GP when they are experiencing pregnancy loss.

Confidential support and advice is also available through on of our partners:

- Employee Assistance Programme
- Benenden Health Care
- Well Hub (Username: danske bank; password: wellbeing)
- AWARE www.aware-ni.org

Counselling

Colleagues suffering pregnancy loss may find it most useful to speak to someone who is specially trained in their specific type of loss. Danske Bank therefore recommends speaking to one of the specialist organisations recommended under the 'Where' section below. Danske Bank also provides access to a confidential counselling service via the Employee Assistance Programme, which can be on the Danske Wellhub. The service offers support, expert advice and counselling. It is free and easy to access and is available online or on the telephone 24 hours a day, seven days a week.

Returning to work

Returning to work after pregnancy loss can be incredibly challenging. If they feel that they can, colleagues are encouraged to have an ongoing discussion with their People Leader about necessary adjustments (see 'Flexible Working' above). Colleagues are welcome to approach their HR Business Partner directly about this for a confidential discussion in the first instance if preferred.

Colleagues suffering pregnancy loss may find it most useful to speak to someone who is specially trained in their specific type of loss.

Statutory maternity pay and maternity leave

Pregnancy loss after 24 weeks (stillbirth) and neonatal loss: Female colleagues carrying the pregnancy are entitled to maternity leave and maternity pay and should refer to the Maternity section within our Family Friendly policies found on our HR Discover Site.

Colleagues should also be aware of potential support afforded through our Adoption Leave Policy and Paternity Leave Policy.

Parental bereavement leave

Please also note that all colleagues are entitled to 10 days' Parental Bereavement Leave on full pay if they lose a child of any age. Please refer to the Parental Bereavement Policy which can be found on our HR Discover Site. You can find more guidance on bereavement [here](#). If you require a further period of absence, details of our Sickness Absence Policy can be found on our HR Discover Site.

HOW do you now go about things?

The following identifies our responsibilities as individuals, colleagues, People Leaders and Danske Bank.

Individuals are encouraged to:

- Educate themselves about pregnancy loss and become familiar with the terms of this policy. Understand what information is available, and seek advice and guidance when needed.
 - Be as open and honest as you feel that you can with People Leaders – reviewing and working through the available options together to ensure appropriate measures that support your needs are in place, which also allows their People Leader to make any necessary arrangements.
 - Agree to keep People Leaders and Danske Bank informed to ensure that we can provide you with the right support, tailored to you.
 - If unable to speak to your People Leader, or if your People Leader is not as supportive as they should be, speak to one of the people mentioned in ‘General support’ (above).
- Ensure all members of their team are aware of this policy and know where to find information and seek support.
 - Treat all parents and partners equally.
 - Ensure they listen to the needs of each colleague individually and are open and willing to have discussions about pregnancy loss, ensuring confidentiality where requested by the colleague. This guide from [The Miscarriage Association](#) provides useful advice on how to discuss pregnancy loss with a colleague. Tommy’s has created a similar guide on supporting [an colleague after stillbirth](#).
 - Work together with the colleague to ensure that the right support is provided that satisfies the colleague’s needs.
 - Agree a suitable time and date to check-in with an colleague before they return to work after pregnancy loss, and put in regular follow up check-ins to review any support and make any necessary adjustments that an colleague may need. These regular check-ins are particularly important when working remotely, as it can be harder to spot when a colleague is suffering.

Colleagues are encouraged to:

- Support colleagues who suffer pregnancy loss, contacting their HR Business Partner or any of the individuals listed under ‘General support’ for advice if needed. This guide may help you understand more about the support you can offer.

People Leaders are encouraged to:

- Take part in future pregnancy loss awareness training.
 - Review available resources on the WellHub to support colleagues through pregnancy loss, when one of their team is in need of support.
 - Ensure they are aware of the support Danske Bank provides and the terms of this policy.
- Ensure it reviews its health and wellbeing policies and practices on a regular basis.
 - Ensure its health offerings (EAP, Benenden) have provisions to support colleagues experiencing pregnancy loss.
 - Listen to and work with colleagues to support and drive change in relation to pregnancy loss.

Danske Bank will:

At Danske Bank, we are always looking to build our list of useful resources for colleagues. Please do let us know if you find an organisation or website not already included helpful.

This policy was introduced by Danske Bank to ensure it provides the best support for anyone experiencing pregnancy loss or parental bereavement. Please get in touch with Human Resources if you have any feedback or feel there are other ways Danske Bank could provide support.

WHERE can you get related information?

The Miscarriage Association

miscarriageassociation.org.uk

Founded in 1982 by a group of people who had experienced miscarriage, the Miscarriage Association continues to offer support and information to anyone affected by the loss of a baby in pregnancy, and works to raise awareness and promote good practice in medical care. Whilst they do not provide counselling services themselves, they provide more information on counselling services that are available.

SANDS

sands.org.uk

SANDS is an organisation that can offer you support if you lose your baby during pregnancy or after birth. They also run a helpline 10am - 3pm Monday to Friday and 6pm - 9pm on Tuesday and Thursday evenings: 0808 164 3332.

Tommy’s

tommys.org

Tommy’s is a charity that funds research into pregnancy problems but also provides information for parents-to-be.

Petals

petalscharity.org

Petals is an organisation providing specialist counselling services after a pregnancy loss.

Arc

arc-uk.org/about-arc

Arc is a national charity offering parents support during antenatal screening and following a termination.



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