

Sands



Stillbirth & neonatal death charity

15 babies die before, during or soon after birth every day in the UK. Employers are in a position to make a real difference to the lives of bereaved parents, yet this isn't always the case. Sands asked parents about their experiences of going back to work after the death of their baby and what would have helped them. Join our campaign to break the silence around stillbirth and neonatal death **#FindingTheWords**

SUPPORT AFTER A BABY DIES



People felt most supported by family

(rated 7/10)



81%

After the death of their baby, most people sought support from family



friends

(6/10)



62%

friends



least by employers

(5/10)



13%

employers



the wider community

(3/10)



12%

did not seek support from anyone

EMPLOYMENT POLICIES



22%

were aware of their employer's policies for supporting staff if their baby died



49%

of employers did not discuss entitlements to pay and leave with people following the death of their baby

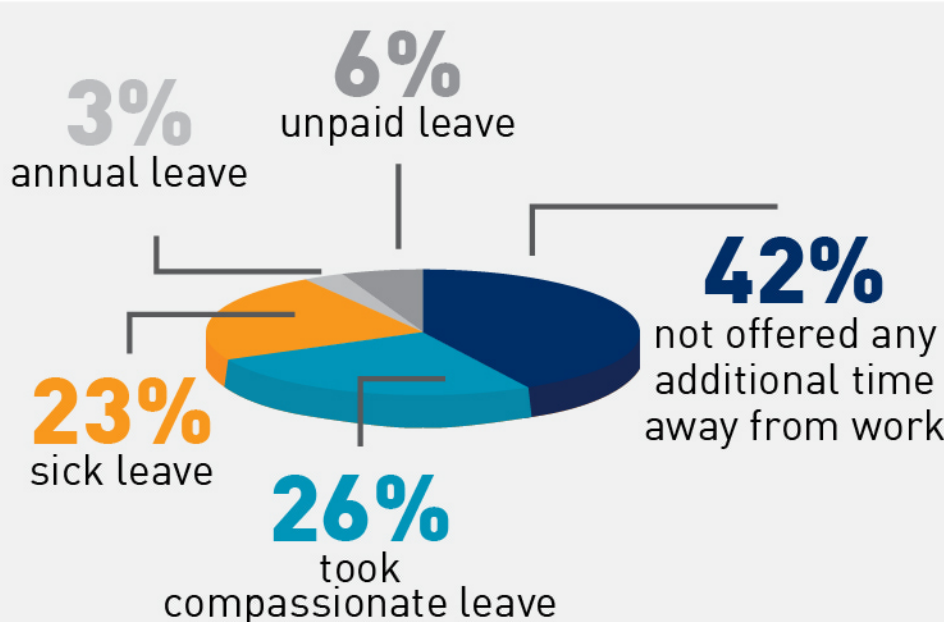
Of those eligible



felt supported to take their full entitlement of pay and leave



did not feel supported to do this to the extent that it prevented them from taking their full entitlement



69%

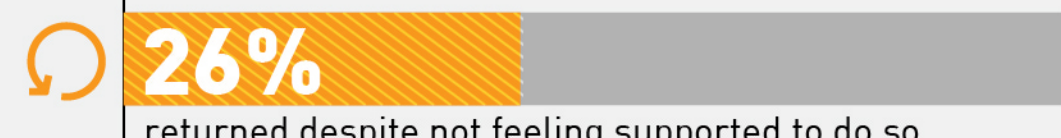
For those who were self-employed, over two thirds were not able to access information on benefits or financial support

RETURNING TO WORK

Of those who returned to work



felt supported to return to the same job while on leave

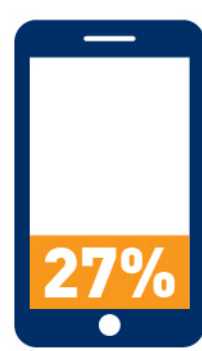


returned despite not feeling supported to do so.



have not returned to the same job because they did not feel supported to do so

COMMUNICATION



were not contacted by their employer after their baby died, the remainder were



of these felt that their employer's communication was sensitive and appropriate



46%

of people were involved in deciding how or whether colleagues would be told that their baby had died



43%

of people reported that no one talked to them about the death of their baby, after returning to work

SUPPORT AT WORK



21%

of people reported that their employer offered or provided internal or external bereavement support



39%

were able to display photos of their baby in their work space if they wanted to

People felt that a wide range of support would have been helpful, in particular:



62%

extra support on anniversaries or other difficult dates



55%

counselling



47%

information for colleagues



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