

Returning to work: helping employers support their bereaved staff

What can Sands offer employers?

- ▶ Communication
- ▶ Awareness
- ▶ Knowledge
- ▶ Tailored support



Difficulties in the workplace

► *Finding the Words* research:

- Nearly half (42%) of bereaved parents did not feel supported to return to their role.
- 4 in 10 did not feel their employer's communication was sensitive and appropriate.
- Nearly half (43%) said that no one spoke to them about their baby when they returned to work.
- Half of employers did not provide information on entitlements to pay and leave following the death of a baby
- Only 1 in 5 were aware of their employer's bereavement policies

Development of services (1)

- ▶ Partnership with Lendlease
- ▶ Process development for companies accessing support
- ▶ Employer training piloting



Development of services (2)

- ▶ *“Ensuring we have the right support in place for anyone who has been affected by baby loss is a crucial part of our mental health programme and so it was imperative that we took part in these informative and expertly delivered training workshops from Sands.”* **Paul Hay, Environment, Health and Safety Training Manager, Lendlease Europe**
- ▶ *“Returning to work after the loss of a baby is isolating and overwhelming. By training staff to understand how they can support colleagues after such a devastating loss will help make that step a little less daunting.”* **Emma Cann, Framework Lead, Lendlease**

Employers accessing support

- ▶ 'Do's and don'ts' e-flyer
- ▶ consultancy@sands.org.uk
- ▶ Bespoke proposals to suit their needs