

10

* Pregnancies which end before 24 weeks

BEST PRACTICE PRINCIPLES

FOR EARLY PREGNANCY ENDINGS* SUPPORT AT WORK



Greater awareness via information dissemination and training



Personalised support because a one-size-fits-all approach for such experiences is inappropriate



Acknowledgement of human, legal, and economic imperatives around early pregnancy endings and implications for productivity and performance



Policies and procedures which explicitly address disclosure and confidentiality to protect employee privacy



Implementing and monitoring evidence - based policies and/or guidance and procedures



Holistic support for employees' physical, emotional, and mental health and well-being, based on listening to individuals' needs



Consistent, equitable, and fair treatment across all types of early pregnancy endings



Inclusive support for all types of early pregnancy endings, and all those affected by them



Avoiding stigmatising language and instead being led by employees' preferences for terms to describe early pregnancy endings



Formal training for line managers and HR professionals

Read our research report at:
UNDERSTANDING THE EXPERIENCE OF EARLY PREGNANCY ENDINGS AS A WORKPLACE ISSUE (open.ac.uk)



<https://shorturl.at/zodk7>



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