



Today, the Government confirmed that from April 2027, people who experience baby loss before 24 weeks will have a legal right to up to two weeks' bereavement leave. I cannot quite describe what it feels like to see those words become reality.

When [Sam Collinge](#) and I spent years chairing and authoring the Pregnancy Loss Review, commissioned by Government (from March 2018 – July 2023), we listened to families whose lives had been changed by loss. Again and again, we heard what happened when grief collided with the practical realities of life.

People miscarrying and returning to work because they had no other option. Partners expected back at their desks while the person they loved was physically and emotionally recovering. Parents trying to grieve a baby while negotiating annual leave, sick leave, compassionate leave, or simply hoping they had an understanding employer.

So, in our Pregnancy Loss Review, published (and fully accepted) on the 24th of July 2023, we made 73 recommendations for change. One of them was bereavement leave following baby loss.

Today, that change moves another enormous step closer to becoming part of everyday life in this country. And I am genuinely delighted, but I also need to say something important.

We recommended paid bereavement leave. What will come into force next April is unpaid, and that matters enormously, because grief does not discriminate according to income, but the ability to take unpaid leave does.

For many people, particularly those already counting every pound, two weeks without wages simply isn't possible. A legal right may exist on paper, but if someone cannot afford to use it, that right is not yet equally accessible.

A right you cannot afford to exercise is not yet an equal right.

So today I am doing two things at once. I am celebrating, and I am continuing to campaign. Because progress doesn't have to be perfect before we acknowledge it, and gratitude does not require us to stop asking for better.

This change means baby loss is being recognised in employment law as something deserving time, dignity and protection. It means fewer people will have to plead with an employer for permission to grieve. It means partners are recognised too. And it takes us another step towards a society that understands that the length of a pregnancy does not determine the legitimacy of someone's grief.

To every bereaved parent who shared their story, every professional who contributed, every organisation that stood beside us, and every person in Government who listened and helped turn recommendations into reality, thank you. And to the Prime Minister, who has supported [@sayinggoodbye charity](#) and Mariposa International's work for more than 14 years, thank you for continuing to listen and act.

Today we celebrate how far we have come. Tomorrow, we keep going. Because I still believe paid baby loss bereavement leave is where we need to get to, and after all these years of campaigning, I have learned something rather wonderful about change:

Sometimes it takes far longer than it should, but that doesn't mean we stop knocking on the door.

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