

**From:** Freedom of Information Requests

**Sent:** 08 August 2023 09:06

**To:**

**Subject:** FOI [REDACTED] Response

Dear [REDACTED]

Thank you for your Freedom of Information request dated 26 July 2023 for information about bereavement allowances. Please find below City of Doncaster Council's responses to the questions you have raised.

1. Does your organisation have a formal bereavement policy in place?

Response: We do not have a formal Bereavement Leave policy. Bereavement is included within the attached Supporting Employees Provisions policy and Leave arrangements.

2. If you answered YES to Q1. What is the length of leave time granted?

Response: Staff are entitled to :-

- Up to 10 days (74.00hrs) bereavement leave offered in the event of the death of a close relative of the employee, i.e. husband, wife, partner, son, daughter, father, mother, brother or sister, including a grandparent with the proviso that the grandparent had taken on the role of the parent.
- Up to 5 days (37.00hrs) in the event of the death of other close relatives such as in-laws etc.
- An employee can take 2 weeks' leave from the first day of their employment for each child who has died or was stillborn

3. How much unpaid leave time does your organisation grant on compassionate grounds after a bereavement?

Response: We don't offer any unpaid leave specifically for bereavement, and following on from Bereavement Leave. If an employee were to request unpaid leave then it would be considered on an individual basis. The expectation would be for paid leave to be taken first.

4. Are you aware of Parental Bereavement Leave?

Response: Yes

5. If you answered YES to Q4. How much time is granted?

Response: An employee can take 2 weeks' leave from the first day of their employment for each child who has died or was stillborn.

6. Does your Organisation provide counselling support

Response: Yes

7. If you answered YES to Q5. How much time is granted?

Response: 6 sessions

8. Sickness absence related to a miscarriage What is the length of time granted?

Response: Absence due to miscarriage (or stillbirth) before the start of their 24th week of pregnancy will be treated as normal sickness absence and the employee will be entitled to contractual sick pay. If miscarriage (or stillbirth) occurs from after the start of their 24th week of pregnancy, the employee will be able to receive the same entitlements as if she had given birth to a live child.

Employees are entitled to receive sick pay for the following periods:

- During 1st year of service 1 month's full pay and, after completing 4 months' service, 2 months' half pay
- During 2nd year of service 2 months' full pay and 2 months' half pay
- During 3rd year of service 4 months' full pay and 4 months' half pay
- During 4th and 5th year of service 5 months' full pay and 5 months' half pay
- After 5 years' service 6 months' full pay and 6 months' half pay

I hope that this information is useful to you.

The City of Doncaster Council estimates that it has cost £42.50 to respond to this request for information.

**Reviewing any decisions made:**

If you are not happy with this reply you can ask us to review our response. To do this write to us within 40 working days of receiving your response at the address below or email [FOIAppeals@doncaster.gov.uk](mailto:FOIAppeals@doncaster.gov.uk)

If you do not agree with the review decision you can apply to the Information Commissioner's Office (ICO) for a decision about our compliance or otherwise with the Freedom of Information legislation. Contact details for the ICO are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. [www.ico.org.uk](http://www.ico.org.uk) Telephone 0303 123 1113.

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