Bereavement leave – reps' checklist

Here's what you can do to make sure members take the time they need after a loss.

1. Urge your employer to offer beyond the minimum

- ☐ Ask your employer to top up the statutory minimum with paid bereavement leave and sensitive policies to support workers.

2. Make sure managers know it's a right

- ☐ Make sure line managers know bereavement leave is a right, not a favour
- ☐ Support members who need to challenge refusals from managers or who are pressured to only use their annual leave.

3. Support members to take the time they need

- ☐ Explain the bereavement leave right to members and encourage them to take time they need.
- ☐ Also make members aware of the separate bereaved partner's paternity leave (in force since April 2026) – it may apply on top of this right.
- ☐ Make sure members who use bereavement leave don't suffer any detriment or unfair treatment for doing so.