

Dear Committee,

Equality at work: miscarriage and bereavement leave

I write to offer BSI's assistance with the Committee's inquiry on miscarriage and bereavement leave. In particular, I would like to highlight BSI's work in related areas of employee wellbeing and that we are currently considering a new standard to support employees on their return to work following extended leave, including due to miscarriage and bereavement.

The British Standards Institution (BSI) is appointed by government as the UK's National Standards Body (NSB) and is responsible for developing standards covering all sectors of the economy as well as for representing UK interests in international standards through our membership of the international and European standards organizations. We develop best practice guidance by bringing together experts to produce a consensus of 'what good looks like' on any given subject.

We already have a well-developed suite of standards to support equality and wellbeing at work. These include standards in the areas of health and safety, human resource management, ageing societies, and diversity and inclusion.

For example, last year we published a standard on Menstruation, Menstrual Health and Menopause (BS 30416). This is a freely available standard created to improve the wellbeing of employees and to help retain women in the workplace. It has been extremely popular, with downloads in over 100 countries worldwide. It can be downloaded [here](#).

The work of the Committee, and the views of experts giving evidence to the Committee, is very much of interest to us and will be invaluable in informing our work on the new standard in relation to miscarriage and bereavement. We will be following the progress of the Committee's work and would very much welcome its views on what we should include in the standard.

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We would be pleased to provide any further information to the Committee or to give oral evidence on how best practice standards can support wellbeing in the workplace.

Yours faithfully,

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December 2024