

Bereaved Partner's Paternity Leave (BPPL) – Frequently Asked Questions (FAQs)

1. What is Bereaved Partner's Paternity Leave (BPPL)?

BPPL is a statutory entitlement that allows the surviving partner to take unpaid leave to care for their child following the death of the child's primary carer within the first year after birth, adoption placement or a parental order.

2. Who qualifies as the "bereaved partner"?

You may qualify if you are:

- the child's father; or
- the spouse, civil partner, or partner of the mother, primary adopter, or parental order parent;

AND you have (or expect to have) the main responsibility for caring for the child.

3. Do I need a minimum length of service to qualify?

No. BPPL is a day-one right, meaning all employees qualify from their first day of employment.

4. How much leave can I take?

You can take one continuous period of up to 52 weeks of unpaid leave.

5. When does the leave need to be taken?

It must start and end within the first 52 weeks after the child's:

- birth
- adoption placement
- parental order

If the bereavement occurs in the last 14 days of that period, you may still take up to 14 days of BPPL beyond the 52-week limit.

6. Is BPPL paid?

No, BPPL is unpaid.

However, you may still qualify for Statutory Paternity Pay or other forms of statutory leave if you haven't already used them. HR can confirm your eligibility.

7. How do I request BPPL?

You can notify your manager verbally or in writing.

You will need to confirm:

- the date of the bereavement
- your child's birth/placement/parental order date
- your relationship to the child
- that you are taking the leave to care for the child
- when you intend to start your leave

Managers will then notify [HR via Service Desk](#).

8. How much notice do I need to give?

If your leave begins within 8 weeks of the bereavement:

You should notify your manager before your first day of leave and provide written confirmation within 8 weeks of starting BPPL.

If your leave begins after the first 8 weeks:

At least 1 week's written notice is required.

In both cases, you must also confirm your intended return date at least 1 week before you intend to return.

9. Will I need to provide evidence?

Yes, HR may request documentation such as a death certificate, MATB1 form, or parental order documentation.

Because of the sensitive circumstances, you will have 4 weeks to supply it.

10. Can I take other types of leave as well as BPPL?

Yes. Depending on eligibility you may combine BPPL with:

- Parental Bereavement Leave
- Statutory Paternity Leave
- Shared Parental Leave
- Unpaid Parental Leave
- Neonatal Care Leave

HR and your manager can help you plan the order that works best for you and remains legally compliant.

11. Can I work during BPPL?

Yes. You can use up to 10 optional Keeping in Touch (KIT) days. These are voluntary and must be agreed with your manager.

12. Will taking BPPL affect my job security?

No.

You are protected from detriment or dismissal for taking BPPL.

Your employment terms (except pay) continue during your leave.

You also have the right to return to your job or a suitable alternative role.

13. What support is available to me?

You can access [Optima Health](#) for:

- emotional support
- bereavement counselling
- practical guidance
- confidential help at any point

Managers will also maintain supportive, appropriate contact during your leave.

14. I'm a manager. What is expected of me?

You should:

- respond sensitively and promptly
- maintain confidentiality
- record and confirm required details in writing
- notify HR immediately
- arrange urgent handover if needed
- signpost support services
- maintain appropriate contact during leave
- involve HR early if redundancy risks arise

15. Who can I ask if I'm unsure about anything?

Employees or managers can contact [HR via Service Desk](#) for confidential advice or help at any stage.