



Flexible Working - Bereaved Partner's Paternity Leave

Guidance for Managers and Employees @ April 2026

The Bereaved Partners Paternity Leave Regulations 2026 introduce extended rights to Bereaved Partner's Paternity Leave (BPPL).

What is BPPL

Bereaved Partners Paternity Leave is a statutory entitlement allowing for an employee to be absent from work to care for a child during the first year following the child's birth, placement for adoption or entry into Great Britain in connection with or for the purposes of an adoption from overseas, in the event that the child's primary carer dies.

Who is entitled to BPPL

From 6th April 2026, an employee (not worker) is entitled to BPPL where:

- the child's primary carer has died;
- the employee is the child's father, or is married to or the civil partner of the child's mother or adopter; and
- the employee has main responsibility for the upbringing of the child.

The newly extended rights will apply for children born on or after 6 April 2026, or with an expected week of childbirth starting on or after 5 April 2026, or where the primary carer dies on or after 6 April 2026.

This is a "day one" right – no minimum service is required.

How much BPPL might an employee be entitled to

- A single period of up to 52 weeks' unpaid leave.
- Leave must usually be taken within 52 weeks of the child's birth/adoption.
- Where the bereavement occurs within 13 days of the end of that 52-week window, the employee may still take up to 14 days' leave, regardless.



Notice requirements for taking BPPL

Leave starting within 8 weeks of bereavement.	<ul style="list-style-type: none"> • Notice may be given orally or in writing. • It must be provided before the employee is due to start work on the first day of leave.
Leave starting more than 8 weeks after bereavement:	<ul style="list-style-type: none"> • Notice must be in writing. • It must be given at least one week before the intended start date.
All notices must include	<ul style="list-style-type: none"> • the bereavement date; • the proposed start date of leave; and • the child's date of birth or adoption placement (or date of entry into Great Britain for overseas adoptions).
Where leave to start more than 8 weeks after bereavement, also include:	<ul style="list-style-type: none"> • the intended return date; • a declaration that the leave is being taken to care for a child; and • confirmation of the employee's relationship to the child.

Changing or cancelling leave

Employees may vary the start date, subject to further notice requirements (within guidelines above).

Leave may be cancelled in writing. No notice is required where leave was due to start within eight weeks of bereavement; otherwise, one week's notice is required.

Return dates can also be varied in writing. Notice ranges from one week to eight weeks, depending on how far the original return date fell from the bereavement date.

In the event the child also dies

In this devastating situation, where an employee would have been entitled to BPPL, but the child has also died (or has been returned following adoption), they may still take up to eight weeks' unpaid BPPL in the 52-week eligibility window, provided they had not already taken BPPL before the child's death.



Employment protections

During BPPL:

- the contract of employment continues, except for remuneration;
- employees may take up to 10 Keeping in Touch (KIT) days; and
- protections relating to return to work, redundancy, detriment and unfair dismissal apply, mirroring other family leave rights.