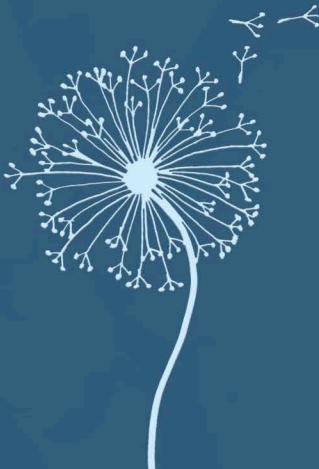


Pregnancy Loss:

advice based on the personal experience
of miscarriage by Sanctus Coach
Rebecca Armstrong

(thread)



@sanctus

For those affected



Acknowledging loss:

- Whatever thought or emotion you have in response - it's normal and valid. There is no right or wrong way to feel after a miscarriage.
- You may feel: anger, grief, confusion, shock, sadness, failure, isolation, uselessness, jealousy or anger at those who have children
- It's important to spend time in the pain and the difficult emotions to grieve properly.
- It's natural to want to try and "fix" things and control the situation. Unfortunately, pregnancy loss isn't something you can just fix, hence why it is so important to spend time grieving.
- Think about how you want to honour the experience. Rebecca has worked with people who have created memory boxes, written poems or even had tattoos created. You also don't have to do anything if you don't want to - there is no right or wrong way to respond to this.
- Miscarriage has been linked to a form of PTSD, while for others it can surface as depression, anxiety or panic attacks. Therefore professional help in the form of therapy may be needed.



For those affected

Impact on your relationship & partner:

- Some partners try to take on the role of protecting the one who has suffered the miscarriage, putting their own needs and feelings to one side. It's important that you too take the time that you need to grieve.
- You may not want to share how you're feeling with your partner for fear of making their anxiety worse. It's important that you keep communicating with each other as much and as openly as possible.
- It's very rare that a miscarriage was due to the actions of you or your partner. It's important that you reassure each other that neither of you is to blame.
- A miscarriage can impact a relationship. It may bring some couples closer together while driving others further apart. This is part of the grieving process. You could consider professional guidance for your relationship to support you through this time.





For supporting employees

Supporting employees during & after pregnancy loss:

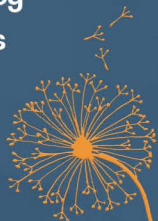
- It may take some time for an employee to open up, as they may be experiencing a range of difficult emotions or they may be worried about workplace discrimination.
- If they share with you, ask simple and open-ended questions. Be empathetic and don't make any assumptions about how they may be feeling. Acknowledge what has happened and don't diminish it with phrases like "at least you can try again" or "everything happens for a reason".
- Give them the time that they need to open up to you and don't try to pry information out of people before they're ready.
- Ask the employee what they need to be supported. It's important to know that they may not know this themselves at this time.



For supporting employees

Review your Compassionate Leave & Pregnancy Loss Policies:

- Familiarise yourself with your organisation's sick leave and compassionate leave policies. Does your business have a miscarriage or pregnancy loss policy in place? If the answer is no, encourage your business to create one.
- Do you have Employee Insurance or an Employee Assistance Programme (EAP)? If so, does it cover pregnancy loss? Does your organisation offer some form of 1:1 therapy or coaching to support employees during this difficult time?
- It's important to understand that additional time may need to be taken off for medical appointments. Consider building in additional support or time off for that, rather than counting it as sick leave.
- As highlighted by a new report published by The Lancet, which calls for global reform around care for people who have experienced miscarriage and pregnancy loss, "Private grief and misconceptions- can lead to women and their partners feeling at fault or managing alone." Review your policies, make sure you are allowing your employees the time they need off work to truly grieve, for medical appointments and support them on their return to work when they feel ready to do so.





Websites used as resources in compiling this advice:

<https://www.tommys.org/>

Tommy's



<https://www.miscarriageassociation.org.uk/>

Other helpful resources:

<https://petalscharity.org/>



<https://www.ni-maternity.com/mental-health/>

<https://www.england.nhs.uk/improvement-hub/wp-content/uploads/sites/44/2017/11/Available-Support-for-Pregnancy-Loss.pdf>

