

Redundancy Protection around Pregnancy and Family Leave (From 6th April 2024)

- **Pregnant Employees:** extra protection against redundancy from the time at which they advise employers to 18 months after giving birth. Applies to those that tell employers on or after 6th April 2024 and those whose maternity leave is due to end on or after 6th April 2024
- **Adoption Leave:** extra protection against redundancy from the first day of adoption leave until 18 months after the date of the placement of the child. Applies to adoption leave ending on or after 6th April 2024
- **Shared Parental Leave:** extra protection against redundancy up until 18 months after birth, if the shared parental leave is 6 continuous weeks or more. Applies to shared parental leave beginning on or after 6th April 2024
- **Miscarriages:** protection is from the time at which they advise employers of the pregnancy until 2 weeks after the loss (if the loss is before 24 weeks. Post 24 week stillbirths, maternity rights apply)

Further resources:

[Protection from Redundancy \(Pregnancy and Family leave\) Act 2023](#)