



CINDERFORD TOWN COUNCIL

COMPASSIONATE LEAVE POLICY 2025-2027

We aim to extend sympathy, compassion and understanding should employees suffer a bereavement.

At all times, we will try to assist employees to come to terms with their loss. Application for bereavement leave should be made in writing to the Clerk. We will normally grant up to 5 days unpaid leave in the event of the death of an immediate relative (spouse, parent, step-parent, grandparent, brother, sister, child, mother-in-law and father-in-law). Any time off in addition to this should be discussed with the Clerk.

Reasonable unpaid compassionate leave will be granted taking into account such factors as the relationship with the deceased person and the timing and location of the funeral.

We accept that sometimes the need to take this leave can arise at very short notice, but request that employees should discuss their requirements with their manager before taking any time off and, in any event, at the earliest opportunity. All requests for compassionate leave will be dealt with on a confidential basis.

Considered and approved by Council: 11.11.2025. To be reapproved November 2027