



Bereavement Policy

Policy Creation and Review	
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Ratified by Governing Body	
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Safeguarding Statement

At New City Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at New City Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Rationale: 1 in 29 pupils ages five to sixteen years old has been bereaved of a parent or sibling - that is an average of one pupil in every class. Many more bereaved of grandparent, relative, friend or other significant person.

Within our school community there will almost always be some pupils who are struggling with bereavement - or sometimes the entire school community is impacted by the death of a member of staff or a pupil.

Empathetic understanding in the familiar and secure surroundings of school may be all the bereavement support some pupils or members of staff require. Where the impact of the grief is more complex, referral to more specialist support should be considered.

Additional information and resources can be found at www.childbereavementuk.org

Objectives:

The core intentions of the policy are:

To support pupils and/or staff before, during and after bereavement, recognising behaviour and emotions may manifest for some time without being visually present

To enhance effective communication and clarify the pathway of support between school, family and community

To identify key staff for support within school and the trust who have received specialist training and clarify the pathway of support The Children Act 1989 aimed to ensure that the welfare of the child was paramount, working in partnership with parents to protect the child from harm. All intentions of this policy endorse that aim as we endeavour to counter any adverse effect of bereavement and maintain pupils' emotional well-being.

The Role of the Class Teacher/Support Staff

To liaise with pupils and their families regularly so that any bereavement is communicated immediately with the school

To refer the child to the SENDCo, family support worker and any other specialist individuals within the setting for targeted support

To create a positive environment within the classroom where opportunities to share emotions and information about themselves are made

To liaise respectfully with the family so the school are aware of the beliefs and customs to ensure messages and information given do not conflict

To ensure a network of support is provided for the child which includes designated individuals who are named "go to people", a programme of internal/external support in school which focuses on positive impact as well as dealing with emotional turmoil and anger.

The Role of The Head Teacher:

To monitor progress and liaise with external agencies

To respond to media enquires

To be the first point of contact for any family or child concerned

To keep the governing body fully informed

To ensure designated individuals within the school environment have put in place a programme of support in liaison with the family

To ensure that any staff significantly affected by a death are made aware of the support that's available to them

The Role of The Trust:

To advise and support staff.

To inform appropriate colleagues within the trust on a need to know basis

To advise on referral pathways and offer triage to support pathways of support, through identification of those requiring more specialist support and those whose needs can be met through the Whole School Approach on request

The Role of The Pastoral Staff (including i.e spiritual advisors, school counsellors and mentors):

To have bereavement support training and cascade learning to other staff

To assist in designing a bespoke programme of support for a child using guidance from Child Bereavement UK.

Procedures:

- 1) Contact with the deceased's family should be established by the Head Teacher and their wishes respected in communicating with others. Factual information is essential to avoid rumour and confusion, whilst being sensitive to cultural and religious considerations.
- 2) Staff should be informed before pupils and be prepared (through prior training) to share information in age-appropriate ways, as agreed for each individual circumstances
- 3) Pupils who are affected should be informed, preferably in small groups, by someone known to them
- 4) A letter to all school families affected should be composed at the earliest opportunity and a decision made as to whom, and how, it should be distributed
- 5) The school should be aware that the school timetable may need a degree of flexibility to accommodate the needs and wellbeing of children affected by the situation. However, minimal disruption to the timetable also offers a sense of security and familiarity
- 6) Staff affected by the death will be offered on-going support as appropriate
- 7) In consultation with the bereaved family, arrangements for the funeral attendance may be clarified, with the consideration of full or partial school closure in some circumstances
- 8) Where necessary a press statement should be prepared by the Head Teacher
- 9) School should be aware that the impact of bereavement follows a child throughout their school life so information should be recorded and shared with relevant people, particularly at transition points