



## Partnership

### **Bereavement Policy**

Unfortunately, bereavement and loss are an inevitable part of growing up. Our goal is to assist and support children in developing their appropriate responses, and assist in managing this experience for them.

In the event of a death the Setting will act in a planned and agreed manner, so that all staff know what is expected and can contribute their part in a way that is consistent with the values that have been adopted.

- The Setting has a named bereavement contact, Carly Austin, who will guide the key person and other staff in supporting the needs of bereaved children.
- The Setting has a range of strategies that it may adopt in the days, weeks and months that follow a significant loss. Decisions about which to undertake will be determined following discussions with the family concerned and will consider the cultural and religious beliefs and wishes of the family.
- The Setting will adapt our response to a death depending on the circumstances, be it the death of a child's family member, the death of a child who attends the Setting or a member of staff.
- The bereavement contact along with the child's Key person will be fundamental in liaising with the bereaved family.
- With permission of the bereaved family, all parents/carers will be informed, in writing, of the death of a child who attends the Setting or member of staff, as promptly as circumstances allow.
- Staff will be consistent in their use of terminology to ensure clear understanding of the concept of death.
- The Setting will keep parents/carers fully informed about the actions of the pre-school throughout the immediate period of grieving.
- Staff will have ongoing opportunities for peer support in order to maintain their wellbeing.
- The Setting may, in agreement with KCC and Ofsted, decide to close the Setting as a temporary measure to allow for the attendance at a funeral or other form of remembering or to protect the wellbeing of the staff and family concerned.

- The bereavement contact and the key person will take responsibility for recording details of the bereavement and ensuring that this is passed onto the next setting, with the parent / carer's permission.

By adopting a planned and considered approach the Setting can help support the emotional wellbeing of the child, other children in our care and the staff.

The Setting will provide a nurturing, safe and supportive environment where there are no expectations made of grieving children and adults. The children will be supported by sensitive adults and have opportunities to express their feelings, tell their story and share their memories to help develop coping strategies.

This policy was adopted at a meeting of		
Held on		(date)
Date to be reviewed		(date)
Signed on behalf of the management committee		
Name of signatory		
Role of signatory		