



NEWLAND ST JOHN'S C OF E ACADEMY

Newland St. John's C.E. Academy Bereavement Policy

Principles

We believe each and every member of the school community has a role to play in ensuring all members of the community feel safe, valued and supported, according to individual need.

It is almost inevitable that at some time all schools will have to deal with a death that affects the school community.

As children spend the vast majority of their time at school, teachers and staff members will be the primary source of care and support. Bereaved children will see school as a safe haven away from the turmoil of emotions at home and will look to trusted staff members for help.

Death is something that most people choose not to think about so when faced with it we often find ourselves ill prepared.

The purpose of the Bereavement Policy is to help everyone involved at a time when there may be shock, upset and confusion, ensuring that there is as little disruption as possible, effective communication takes place and each member of the school community is supported to help them through a very difficult time.

Aims

1. To help children to understand the issues surrounding bereavement.
2. To provide a supportive and informed environment for any member of the school community who has been bereaved.

General Education on the subject of death/ separation and bereavement

The school seeks to

- Examine the issues surrounding death and separation and their effects on people
- Develop understanding of how the feelings, attitudes and values of the school community influence the experience of bereavement
- Develop communication channels and instil confidence in individuals to express opinions and clarify knowledge about death and separation.
- Make bereavement education both cross-curricular and discrete, (as part of the PSHE provision).

Following specific incidences of child bereavement

- The school will aim to work closely with the child's parents / carers in supporting a child through bereavement.
- As always, all staff will be expected to care for the physical, social and emotional well being of all pupils.
- Staff will be encouraged to deal sensitively with children at times of bereavement, when for instance their distress may result in changes in behaviour, lack of concentration etc
- Staff will be encouraged to acknowledge the child's bereavement, their feelings because of it, and offer support and understanding.
- The Well Being Supporter will maintain contact with the child and the family, making opportunities available for 1:1 support as required eg making a memory book, talking through their concerns, following the rainbows programme, etc This should be offered but not enforced on the child

- Referrals to specialist advice will be made when necessary and with parental consent
- Information about support agencies will be made available to families

Following specific incidences of adult bereavement

Support will be given through gifts of cards and flowers, friendship, practical help and emotional support. The school will respect the family's privacy and be sensitive to the fact that people grieve in different ways. In the case of the bereavement of a child, key staff will be given the opportunity to attend the funeral eg Well Being Supporter, Class Teacher etc For paid staff, time will be given at the discretion of the Headteacher for compassionate leave, counselling, business relating to arrangements and the funeral event. Where other staff wish to attend the funeral, time will be given at the discretion of the Headteacher.

Training

The CPD leader and Headteacher will be responsible for keeping all staff up to date with all information and training. Staff are encouraged to attend relevant courses.

Resources

A range of resources are available including guidance in the 'Lost for Words' pack, from NHS, Hull Psychological service, Cruse Bereavement Care, Winston's Wish and children's books.

March 2017

This policy will be reviewed April 2020