



Bereavement Policy

At Weston Primary, we understand that every bereavement situation is unique, and by formulating this policy ahead of a tragedy, we hope we this means we are in a better position to deal with the situation.

Rationale

Every 22 minutes in the UK a child is bereaved of a parent, making up some 24,000 a year. Many more are bereaved of a grandparent, sibling, friend or other significant person, and, sadly, around 12,000 children die in the UK each year.

Within our school community there will almost always be some recently bereaved children who are struggling with their own situation – or sometimes the entire school community is impacted by the death of a member of staff or pupil.

This policy helps us to support pupils and/or staff before, during and after bereavement in an effective way, identifying key staff and a clear pathway. It fits within our ethos of caring for staff and pupils and providing support where necessary to ensure that staff and pupils receive optimum attention to promote their wellbeing.

Aims

All staff and pupils faced with a bereavement will be provided with appropriate support. This will be by:

- offering opportunities to express feelings in a safe and supportive environment
- the development of an action plan to support staff and pupils.
- gaining access to specialist help if necessary

The Role of the Headteacher

- To be the first point of contact for the family/child concerned and subsequent communication. To ensure that the school possesses the salient facts about the death. To inform staff/pupils/governing body. To monitor execution of the policy.

- To ensure that 'bereavement' is established on the curriculum at relevant points during the pupils' education.
- To identify and train bereavement support staff and ensure that their learning is communicated to other staff.

Procedure

1. Contact with the deceased's family should be established by the Headteacher and their wishes respected in communicating with others.
2. Staff should be informed before pupils and be prepared (through prior training) to share information in age-appropriate ways, as agreed by each individual circumstance.
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 timetable may need some flexibility to accommodate the needs and wellbeing of children affected by the situation.
6. Staff affected by the death will be offered ongoing support as appropriate.
7. In consultation with the bereaved family, arrangements for staff and pupils to attend the funeral will be decided and communicated.
8. Where necessary a press statement should be prepared by the Headteacher.
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.

Policy to be reviewed by feedback from bereaved pupils, parents and staff.

With thanks to Child Bereavement UK who provided relevant paperwork to use as a base

Signed	 <hr/> Headteacher	Signed	 <hr/> Chair of Governors
Date agreed	3 rd December 2019	Date agreed	3 rd December 2019
To be reviewed:	Annually	Date to be reviewed:	December 2020