



Statement of Intent

At St Mary's Catholic High School, we understand that bereavement is faced by members of our school community at different times, whether this is the death of a family member, a friend or a member of the school community. We understand the importance of providing support to pupils, staff, governors and the wider school community during and after bereavement.

This policy provides a framework whereby this support is provided and outlines how the school will respond to these sensitive situations.

NB. In this policy, all mentions of 'the family' refer to the family of the deceased individual. The wishes of the family will always be considered when carrying out any of the actions outlined in this policy. If the family objects to any of the procedures, the school will work to ensure reasonable adjustments are made.

St. Mary's Catholic High School exists as a distinct community because it has Christ as its foundation. His teaching and example are the basis for its daily life, relationships and future hopes. It should be possible to meet Christ in all aspects of the life of the school and the spiritual dimension should underpin all its work. The attitudes and values of the school are those of Christ's radical command to *love one another as I have loved you* (Jn 13:34), where this love means putting others first (Mk 9:35), turning the other cheek (Mt 5:39), going the extra mile (Mt 5:41) and to Let your light shine (Mt 5:16).

Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Children Act 1989
- Employment Rights Act 1996
- Equality Act 2010
- Parental Bereavement (Leave and Pay) Act 2018
- The Parental Bereavement Leave Regulations 2020

This policy has been created with due regard to the following guidance:

- DfE (2021) 'Keeping children safe in education (2020)'
- Department for Business, Energy and Industrial Strategy (2018) 'Good Work Plan'
- DfE (2018) 'Mental health and behaviour in schools'
- Winston's Wish (2019) 'A Guide to Supporting Grieving Children and Young People in Education'
- Winston's Wish (2019) 'A Strategy for Schools: Positive Responses to Death'
- Samaritans (2017) 'Help When We Needed it Most'
- Child Bereavement UK (2018) 'Schools' Information Pack'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Social, Emotional and Mental Health (SEMH) Policy
- Behavioural Policy
- Anti-bullying Policy
- Disciplinary Policy and Procedure
- Maternity, Paternity, Adoption and Parental Leave Policy

Roles and Responsibilities

The Governing Body will be responsible for:

- Overseeing the implementation of this policy.
- Reviewing this policy with the headteacher on a bi-annual basis to ensure its effectiveness.

The headteacher will be responsible for:

- The overall implementation of this policy.
- Liaising with external agencies, as appropriate.
- Informing governors and staff when a death occurs and arranging for pupils to be informed, as appropriate and with approval from the family.
- Being the first point of contact for staff, pupils and parents directly involved in a death, or designating this role to another appropriate member of staff.
- Responding to any enquiries from the media or the wider school community, or appointing a member of staff to undertake these duties.
- Ensuring staff have the necessary training to support bereaved pupils and to deliver sensitive news.

Pastoral staff will be responsible for:

- Undertaking bereavement support training and conducting in-school training to share their knowledge with other staff.
- Supporting the headteacher in carrying out the procedures outlined in this policy.
- Supporting staff, pupils and parents following a death, as directed by the headteacher.
- Supporting other staff members with communicating the news of a death.
- Making referrals pupils, staff and other members of the school community to receive support.

The media spokesperson will be responsible for:

- Liaising with the media as required.
- Monitoring media and social media activity regarding the death.
- Respecting the family's wishes in relation to what information can be provided to the media.

All staff members will be responsible for:

- Undertaking any bereavement support training arranged by the headteacher or pastoral staff.
- Seeking support from pastoral staff as appropriate.
- Supporting their colleagues and pupils following a death, as appropriate.

Initial Response

1. If the family or member of staff contacts the school to inform them of a death, the member of staff that answers the phone will transfer the call to the most senior member of staff available.

If the school is made aware of the death through a source other than the family, the Senior Pastoral Lead will contact the family either by phone or through a home visit.

The Senior Pastoral Leader will gather factual information about what has happened and establish the family's wishes with regards to what information will be communicated to the school community and how.

If a death affects the entire school, eg. The death of a pupil or member of staff, the Headteacher will inform the family that staff and pupils will be informed as soon as possible.

If a death affects an individual pupil, e.g. the death of a parent, the headteacher will ask the family if they would like this to be communicated to the school community. If it is decided that the death will be communicated, the headteacher will discuss with the family, and the pupil if possible, what information will be communicated and how the family would like it to be delivered.

If the death of a pupil's family member occurs while the pupil is at school, a member of the pupil's family will be asked to come to the school to inform the pupil of what has happened and to take them home. If this is not possible, arrangements will be made for a member of staff to take the pupil home.

The headteacher will make contact with any other agencies as required, e.g. the police.

The headteacher will decide if any temporary variation needs to be made to the school timetable, e.g. rearranging or cancelling certain lessons.

In the event of the death of the headteacher, the deputy headteacher will be responsible for the duties outlined above.

2. Contact with the deceased's family should be established by the Headteacher and the family's wishes respected in communicating with others. Factual information is

essential to avoid rumour and confusion, whilst being sensitive to cultural and religious considerations. NB: We need to be mindful of the use of social media sites and their impact throughout this time as rumour and gossip spread quickly.

3. Staff should be informed before students and be prepared (ideally through prior training) to share information in age-appropriate ways, as agreed for each individual circumstance.
4. Students should be informed, preferably in small groups, by someone known to them (such as PL). A year group assembly might also be suitable. Attendee's at the year group assembly should have full pastoral support (Headteacher, Deputy Head, Pastoral Assistant, form tutors, Year group allocated SLT, Chaplain and Head of Catholic Ethos)
5. 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.
6. The school should be aware that the school timetable may need a degree of flexibility to accommodate the needs and wellbeing of students affected by the situation. However, minimal disruption to the timetable also offers a sense of security and familiarity.
7. Staff affected by the death will be offered ongoing support as appropriate.
8. In consultation with the bereaved family, arrangements for funeral attendance may be clarified, with the consideration of full or partial school closure in some circumstances.
9. Where necessary a press statement should be prepared by the Headteacher. All - members of staff are advised not to respond to journalists and to refer all enquiries to the Headteacher, who will make a considered response after seeking assistance from the Local Authority Press Office and the Liverpool Catholic Archdiocese Director of Education.
10. School should be aware that the impact of bereavement follows a young person throughout their school life so information should be recorded (CPOM) and shared with relevant people, particularly at transition points. The school should be aware of any ongoing bereavement issues for new students.

11. A Mass, Memorial or Memory Assembly should be arranged by the School Chaplain using helpful rituals, prayers, and remembrance that can be shared in a manageable way together. If the death is of a school member of a different faith, the School Chaplain will be responsible to contact the appropriate religious organisation so that the service will meet the needs of the family.

12. Give parents/carers the opportunity to collect any personal belongings of the person who has died and encourage them to visit the school. Invite parents/carers to any commemorative events held by the school, both at the time and in subsequent years.

Informing Staff and Governors

Staff and governors will be informed of the death before pupils.

All staff and governors will be invited to a meeting by the headteacher as soon as practicable.

Absent staff and governors, including part-time and peripatetic staff, will be identified so they can be informed as soon as possible. If it is not possible for absent staff to be told in person, a phone call will be arranged.

Any information provided to staff and governors during the meeting will have prior approval from the family.

During the meeting, the headteacher, with the support of pastoral staff, will:

- Explain what happened leading up to the death.
- Give a factual explanation of how the death occurred.
- Allow time for staff and governors to discuss what has happened and how they feel.
- Designate a member of staff as media spokesperson who will be responsible for liaising with the media as required.
- Identify what internal and external support is available to staff and governors.
- Discuss the arrangements for informing pupils, including whether all pupils will be told and who will be responsible for informing them.

Staff members that will be responsible for informing pupils about the death will be provided with a script which sets out what pupils should be told and includes information on how to answer some difficult questions.

The headteacher and relevant pastoral staff will create the script, with input from the family.

The following people should be considered especially those who may have had a close relationship with the deceased:

- SLT Team
 - Chair of Governors
 - Current school staff not in school that day – including part time staff
 - Previous school staff who worked closely with the student
 - Pastoral Team
 - SEND and Nature team
 - Chaplain
 - PGU Teams
 - First Aid team
 - School Minibus driver
 - Other professionals who work with the student.
1. Arrange a staff meeting as soon as practicable. Identify absent and part time staff. Inform catering teams, building services and reception teams
 2. Tell the story of what happened leading up to the death. Give a factual explanation of how the death occurred. Be prepared for obvious upset and feeling of anger/guilt. People may connect the incident to their own personal experience of bereavement, so feelings about past bereavements may need to be discussed.
 3. To enable absent staff to feel part of a caring team, arrangements should be made to inform them over the telephone if a personal visit is impractical. Consider the relationship between the absent colleague and deceased.
 4. For a death that may attract media coverage (e.g. if the member of staff was a well-known personality or died tragically), identify a nominated spokesperson (e.g. Chair of Governors, LEA etc.) to provide a 'news statement' at an agreed time, as a way of dealing with media intrusion. Liaison with the individual's family is essential.

5. With death in traumatic circumstances such as suicide or murder, consider requesting bereavement support services - Winston's Wish, Cruse, Rainbows, and the Educational Psychology Service to support the service provided by the Chaplain and pastoral teams.
6. Provide details of the Chaplain who can be available to talk things through with a member of staff, parent or student if they are finding the situation particularly hard. The Chaplain could also advise the family of support services available if required.
7. Arrange a staff meeting for the end of the working day and invite each person to recount his or her feelings and to describe what was good and bad about the day. Staff who will be alone that night could be identified and arrangements made for colleagues to contact them by phone if appropriate.
8. Trained and experienced practitioners are always available on the Winston's Wish helpline should you want to check out ideas throughout the day. The Catholic Archdiocese is also available for additional support.
9. A specific room should be allocated- e.g. the Chapel - for the duration of a lunchtime to enable staff to meet and share their thoughts over a coffee or tea. It should be emphasised that anything shared on such occasions should be held as confidential and not for public airing. Students will also be able to access the Chapel throughout the day.
10. Provide access to one to one time with the Chaplain and or another member of staff who is trained in bereavement support.

Informing Students

The headteacher will have a discussion with the family about whether all pupils need to be informed about the death.

If the death affects the whole school, e.g. the death of a staff member or pupil, the headteacher will strongly recommend to the family that all pupils should be informed; however, if the death does not affect the whole school, it may be more appropriate to just inform certain groups of pupils.

The headteacher will make the final decision regarding which pupils will be informed.

Where possible, pupils will be informed about the death in small groups by a member of staff that is familiar to them at the same time, e.g. during form time.

Pupils with specific needs that may influence their response to being informed about the death will be identified and told separately. These needs include the following:

- Pupils that had a long-term and/or close relationship with the individual who has died
- Pupils with a history of loss
- Pupils with SEND
- Pupils who have difficulty managing their emotions or behaviour

Staff responsible for informing pupils will use the script provided to them.

To ensure all pupils are told about the death in an age-appropriate way, a number of scripts may be created and distributed to staff with clear instructions of which script to use for which year group.

Where possible, a member of pastoral staff will be present when pupils are told about a death so they can help with answering any questions.

Pupils will be given time to ask questions about what has happened and to talk about how they are feeling.

Any questions that are asked by pupils will be answered factually.

Pupils will be told where they can go to in school for support and will also be directed to any external support.

Informing pupils in a large group

If it is not possible to inform pupils about a death in small groups, the headteacher, in communication with the family, will decide if it would be appropriate to inform pupils in a large group, e.g. during an assembly.

Where an individual pupil has been bereaved, they will be asked if they want to attend the assembly and, if they do not want to be involved, appropriate support will be arranged for the pupil during and after the assembly.

The headteacher will tell the family and, where relevant, the bereaved pupil exactly what they will say and to whom.

The headteacher, with support from relevant pastoral staff, will deliver the information to pupils.

After pupils have been informed, they will go to their form rooms and be given time to express any thoughts or feelings about what they have been told.

1. Identify those students who had a long-term and/or close relationship with the deceased to be told together as a separate group. Where possible inform all the students in the smallest group practicable. Form groups are ideal. If smaller, the Chapel could be used as a safe room to share the news.
2. Experience has shown that it is more beneficial if all students are informed. It is always a shock when a death occurs in a school even if it may have been anticipated. In the eyes of the students, teachers are part of the fittings and fixtures in school and are not expected to die. Young people expect to live forever, and so a fellow student dying whilst still young enough to attend school can also feel quite shocking.
3. Provide staff with guidelines on how to inform students, including the following:
 - a) Try to identify any key answers that you may need to prepare, e.g. the facts about an illness, or dates which may be relevant to the death and preparing and remembering the individual in the end of school year Mass.
 - b) Young people will appreciate time to verbalise their feelings and fears. Allow space for “If only’s” to be acknowledged.
 - c) Discussion - allow students to share their own experiences of death, e.g. “When my Gran died”, etc.
 - d) Be honest about your own feelings and experiences, and talk honestly about the relationship that you had with the person.
 - e) Answer student’s questions factually in a Catholic Christian manner.
 - f) Be prepared for students’ apparent lack of response which may be upsetting for adults. No apparent response does not mean that a young person does not care.
 - g) End discussion on a positive note - not all people who are ill or have accidents die - many get better. Consider a prayer to remember the deceased and their family. Or use a resource provided by the Chaplain. Perhaps co-ordinate an assembly to end discussion.

- h) Students should be told that, while they may feel sad, they do not have to feel guilty if they go on to have fun or pleasure in their day ahead. They must not feel obliged to assume a burden of grief.
- i) Students must be allowed to ask questions at this time or at any point in the following days or weeks. Staff must answer honestly and to the best of their knowledge.

The death of a pupil or staff member on an Educational Visit

1. Immediately inform the Headteacher or, in their absence, the most senior member of staff on site.
2. The Headteacher will then ensure that the parents (or NOK) are contacted and seek their agreement to meet the ambulance at the hospital. BASE contact should provide details as required.
3. Once the student / staff member is placed in the ambulance a member of staff will be appointed to travel to the hospital either in the ambulance or in their own transport. (If this is not possible due to staffing ratio, advice will be sought from BASE to abort ED visit). The purpose of this is to be a familiar face to the student's family on their arrival at the hospital. This person will remain in regular contact with Headteacher and/or the Deputy Headteacher.
4. Those who have witnessed the death will be deemed as a priority and they will be provided bereavement support
5. The school will notify the LA if there is a death in school or during an Educational Visit at the earliest opportunity. All press enquiries are to be rooted through the Headteacher, Chair of Governors and LA Media Team, Liverpool Catholic Archdiocese.

Examinations/Assessments

Bereavement can have serious effects of a pupil's ability to study and undertake examinations and assessments. St. Mary's is mindful of this and the following considerations will be made to support pupils in a Catholic Christian manner.

Pupils currently taking Examinations or Assessments

The circumstances will be reported to the appropriate examination board and they will decide on where special considerations will be applied.

The examination board will then make a decision based on the information provided by the school, as to whether or not to apply special consideration for the pupil.

Informing Parents

The headteacher will have a discussion with the family about whether any parents need to be informed about the death.

If the death affects the whole school, e.g. the death of a staff member or pupil, the headteacher will strongly recommend to the family that all parents should be informed; however, if the death does not affect the whole school, it may be more appropriate to just inform parents that are directly affected, if any.

A nominated member of staff will compose a letter to parents about the death. The letter will contain the basic, factual information about the death, information about how the school is supporting pupils, how they can support their children, and who to direct questions or concerns to.

Funerals

If appropriate, the headteacher will discuss with the family whether any staff, governors or pupils are able to attend the funeral.

With the family's approval, the headteacher will arrange for the school to be represented at the funeral and identify which staff and pupils may want to attend.

The headteacher and chair of governors will decide if it is necessary for the school to be fully or partially closed.

Transportation to and from the funeral will be arranged for staff and pupils, as appropriate.

Necessary cover arrangements will be made for staff attending the funeral.

1. The school will always abide with the family wishes
2. The family will often welcome the involvement of the school community in the funeral, but, there will be at times where the family wishes to keep the proceedings private and this will be respected.
3. If the family wish the school to be represented at the funeral, the Headteacher, in collaboration with SLT and Chair of Governors will identify the best pastoral approach to support the family. If this means closing the school part day to accommodate numbers to attend the funeral, this option will be explored.
4. If the above option is not possible, the Headteacher, in collaboration with SLT and the Chair of Governors will identify which staff and pupils will attend the funeral.
5. Practicalities such as providing cover for teachers will also be arranged.
6. The Headteacher will consult with the family and in turn, staff and pupils in determining the appropriate sending of cards, flowers or holding a collection.
7. The Headteacher will offer the support from the Chaplain in organising funeral arrangements.
8. The student / staff member will be added in the Peace Garden and name will be inserted into the long term remembrance plaque.

The Media and Social Media

Any communication with the media or social media activity will be agreed with the family.

Only the appointed media spokesperson will deal with media enquiries and communications. Staff, governors and pupils will not respond to any media enquiries themselves or make any public statements about the death.

Staff, governors and pupils will not post any information about the death on social media.

The media spokesperson will investigate any post made regarding the death and will refer any concerns to the headteacher.

If information about the death is circulated on social media prior to the school making an official statement, the headteacher and media spokesperson will release a statement on the school's social media channels, with the agreement of the family, to prevent rumours from spreading.

Comments and other activity on school-posted social media statements will be monitored and moderated by the media spokesperson.

If staff, governors or pupils find any false, negative or malicious information being posted about the death on social media, they will report this to the headteacher.

If a member of staff is found to have been posting content on social media or providing information to the media that is false, negative or malicious, action will be taken in line with the Disciplinary Policy and Procedure.

If a pupil is found to have been posting content on social media or providing information to the media that is false, negative or malicious, action will be taken in line with the Behavioural Policy.

Support for the Family

The headteacher will be the main point of contact between the school and the family, or will appoint another member of staff to this role where necessary.

The headteacher will invite the family into the school to discuss how the school can best support them.

The family's wishes and feelings will always be considered and respected when making decisions and conducting activities relating to the death.

Any support that is put in place will be decided on a case-by-case basis, depending on the family's needs and wishes. Support could include the following:

- Sending a letter/card of condolence
- Giving the family the opportunity to collect any personal belongings of the person who has died
- Inviting the family to commemorative events held by the school
- Support for staff

- Staff directly affected by the death, e.g. if they are a relative or close friend of the individual that has died, will be identified and the appropriate support will be put in place.

Support for Staff

The level of support will be decided on a case-by-case basis by the headteacher, and may include the following:

- Ensuring the staff member is not left on their own
- Arranging for lessons or other duties to be covered
- Organising bereavement leave

Staff who lose a child under the age of 18, or suffer a stillbirth from 24 weeks of pregnancy, irrespective of how long they have worked at the school, will be given a minimum of two weeks' paid bereavement leave.

Staff may take bereavement leave as either a single block of two weeks, or as two separate blocks of one week, each taken at different times across the first year after their child's death.

Any member of staff who loses a child under the age of 18 or suffers a stillbirth from 24 weeks of pregnancy, and has been employed at the school for at least 26 weeks up to the end of the 'relevant week' (i.e. the week, ending with a Saturday, immediately before the week of the death or stillbirth), will be able to claim Statutory Parental Bereavement Pay (SPBP). To be eligible, the staff member must also:

- Continue to be employed up to the day the child dies or is stillborn.
- Earn on average £120 a week before tax over an 8-week period.
- Give the school the correct notice and information for SPBP.
- Staff members will be eligible for SPBP if they meet the government's eligibility criteria in its 'Statutory Parental Bereavement Pay and Leave' guidance.

The government's tables showing relevant weeks and start dates for SPBP will be used to check staff members' entitlement to SPBP, and when it should be paid.

Full details regarding bereavement leave and SPBP can be found in the school's Maternity, Paternity, Adoption and Parental Leave Policy.

Any member of staff who loses a child after 24 weeks of pregnancy, or during maternity leave, will not lose their entitlement to maternity leave and pay.

All staff members will be offered the opportunity to speak to a member of the pastoral team one-to-one.

Staff members will be given information about the in-school and external support they can access.

A designated room will be made available to staff where they can go during break and lunchtimes to meet with other staff and share their thoughts and feelings.

Staff will be vigilant to the signs that indicate their colleagues have been affected by bereavement and will offer them support or make a referral to a member of pastoral staff.

Support for Pupils

Pupils that have experienced a significant bereavement, e.g. of a family member
A member of staff that is familiar with the pupil will be appointed to act as their main point of contact – the pupil will be made aware of who the staff member is.

The headteacher will contact the pupil's family to discuss whether the pupil will be attending school.

Any support put in place for a pupil will be pupil-led, based on their needs and wishes. When deciding what support will be put in place for a pupil, the impact the death will have on the pupil will always be considered in the context of pre-existing factors. The following contextual factors will be considered:

The circumstances surrounding the death, e.g. was it under traumatic circumstances, was the death expected, or did multiple people die?

The relationship between the pupil and the person who has died.
The ability of the pupil's family to support them following the death, e.g. if a pupil's parent has died, how able is the surviving parent to support the pupil?

Family factors such as size, financial state, structure, style of coping, communication and stressors that affect the child.

The support the pupil has from their peers and other organisations and people.
Characteristics of the pupil, including their age and any SEND they have.

The pupil will be a part of discussions regarding who should be informed about the death and how, where appropriate.

If a pupil chooses to attend school immediately after a bereavement, they will be allowed a flexible timetable and staff members will be made aware that the pupil may not be able to work to their usual capacity. The designated staff member will keep in communication with the pupil's family to inform them about how the pupil is doing.

If the pupil is absent from school following the bereavement, they will be made aware of who has been informed about what has happened and what they were told.

The designated staff member will make regular contact with the pupil during their absence.

The headteacher, designated staff member, pupil and the pupil's family will make arrangements for the pupil's return to school, e.g. a phased return.

If a death occurs soon before or during a time where the pupil will take an exam, the headteacher will report the circumstances to the exam board who will decide if special considerations apply.

If a pupil misses an exam due to the death of a close family member or friend, the headteacher will report this to the appropriate exam board who will then make a decision as to whether special considerations can be applied.

Any safeguarding concerns regarding a bereaved pupil will be dealt with in line with the Child Protection and Safeguarding Policy.

Support for All Pupils

All pupils, even those not directly affected by the death, will need to be supported following a death, particularly if the death affects the whole school community, e.g. the death of a staff member.

Pupils will be given the opportunity to speak to a member of pastoral staff. Staff will talk to pupils about what has happened using age-appropriate and developmental stage appropriate language.

Following a death in the school community, pupils will be invited to take part in remembrance activities, e.g. remembrance assemblies.

Staff will identify any pupils that may need more direct support and make a referral to the headteacher who will assess what support might be required in collaboration with pastoral staff.

Behaviour and SEMH Issues

Staff will remain vigilant to the following behaviours that a pupil may display immediately after the death of someone close to them:

- Inability to concentrate
- Lack of motivation
- Tiredness and irritability
- Heightened sensitivity to comments and remarks
- Inability to take others' feelings into account
- Anger, frustration or aggression
- A general change in behaviour, e.g. becoming unnaturally quiet or withdrawn
- Anxiety
- Being easily upset by events that would normally not affect them
- Physical complaints, such as headaches, stomach aches and a general tendency to be prone to minor illness

The pupil's designated staff member will keep in contact with the pupil's family and share information about how the pupil is behaving at school and home. Any challenging behaviour displayed by bereaved pupils will be addressed using the individual graduated response outlined in the Behavioural Policy.

A record will be made of anniversaries and days with regards to the death which may act as a trigger for challenging behaviour.

Any incidents of bullying, where a bereaved pupil is the victim or perpetrator, will be addressed in line with the Anti-bullying Policy, taking into account the pupil's needs and circumstances.

*The headteacher will ensure that all staff members are aware of the lasting impact that bereavement can have on a pupil's mental health, behaviour and education.

All staff members will remain vigilant to signs that a bereaved pupil is facing difficulties in relation to their psychological, physical and social development and will refer the pupil to pastoral staff who will put appropriate support in place. The school's Social, Emotional and

Mental Health (SEMH) Policy will be followed to ensure pupils that may be vulnerable to developing or experiencing SEMH issues following a bereavement can be identified and appropriately supported.

Specific Circumstances

The procedures outlined in this policy will be followed for all deaths affecting the school community and individual pupils; however, specific measures will be implemented for certain circumstances.

Pre-bereavement – when a family member is not expected to live

If a pupil has an illness where they are not expected to live, their family will make the school aware of the situation and the school will ensure the appropriate support is in place.

- A member of pastoral staff will meet with the pupil fortnightly to provide the pupil with an opportunity to talk about what is happening and how they are feeling.
- All staff will remain vigilant to signs that the pupil is facing challenges in relation to their psychological, physical and social development and will refer any concerns to pastoral staff who will ensure appropriate support is put in place.

Pupils with a life-threatening illness

- Pupils with life-threatening illnesses will be encouraged to take part in school routines as much as possible, and the school will continue to expect the usual standards of behaviour as appropriate.
- The headteacher, the pupil and their family, and other relevant staff members (e.g. a member of pastoral staff) will decide how to share the news that a pupil is terminally ill with the school community.
- Other pupils will be informed about how they can best support the pupil in the most appropriate way.
- If the pupil is receiving treatment from a local hospice or hospital, the key professional responsible for the pupil will be identified and the headteacher will contact this person for advice and support as necessary.

Suicide

- The school will respond to a suspected suicide within 48 hours.

- The headteacher, or other appointed member of staff, will contact the police or the family as soon as possible to confirm the death and whether it is being treated as a suicide.
- If the family does not wish the cause of death to be disclosed to the school community, the school will state that the nature and cause of death are still being determined and that additional information will be forthcoming.
- If the death is subject to an ongoing investigation, the headteacher will check with the police before speaking about the death with pupils who may need to be interviewed by the police.
- Staff will be told about the death first, in line with section 4 of this policy.
- The script that staff will use to inform pupils of the death will be factual while avoiding excessive detail about the suicidal act itself.
- Immediate emotional support will be arranged for any pupils and staff who require it.
- A designated room will be set up where pupils and staff can go to if they are struggling with the news.
- Liaison with the media will be handled in line with section 8 of this policy.
- Any information distributed to the school community and media regarding the death will:
 - Be factually correct but not include detail of the cause of death or method used.
 - Not romanticise, glorify or vilify the death.
 - Not include details of any suicide note.
 - Not include speculation over the motivation for suicide.
- Research indicates that pupils that have been directly affected by suicide are at an increased risk of taking their own life. Staff will report any concerns about pupils to the headteacher and the appropriate support will be put in place or a referral to specialist services will be made in line with the SEMH Policy.
- Any memorial activities conducted by the school will be held within two weeks of the death; following this, any memorial material will be given to the family.
- Permanent memorials will not be held at the school; however, the school may set up a memorial on the website that will be moderated by a designated member of staff and removed after an agreed time.
- Pupils and staff will be warned about the risks of un-moderated online memorials (e.g. those on social media), such as their comments becoming public without their permission and online memorials attracting negative comments.

Cultural and religious behaviours

- The school will keep in mind the cultural attitudes and behaviours relating to a death and will make sure these needs are taken into consideration when putting support in place for those affected, including the length of bereavement leave for members of staff.

Forces' families

- The needs and feelings of bereaved forces' pupils will always be considered prior to any school activities relating to the armed forces, e.g. commemorating Armed Forces Day, and additional support will be put in place for pupils as required.
- Appropriate support will be implemented for bereaved forces' pupils, particularly during times of change.
- Bereaved forces' pupils will be protected from any unwanted media attention and there will be a designated area in school that the pupil can go to if they are feeling overwhelmed.

A death involving murder or manslaughter

- The headteacher will contact the police or the family to establish the facts about what has happened.
- A designated staff member will be available to talk to the pupil to help them to answer any questions they may get from their peers about what has happened.
- Research indicates that pupils that have been bereaved due to murder or manslaughter can be at significant risk of developing PTSD. Any concerns relating to the pupil will be addressed in line with the SEMH Policy.
- Media personnel will not be permitted onto the school site at any time.
- Remembrance activities
- Following a death in the school community, the school may conduct some remembrance activities, e.g. a remembrance assembly.
- The family will always be consulted prior to any remembrance activities being planned and will be invited to take part in the activities.
- All members of the school community, including staff, governors, pupils and parents, will be invited to take part in remembrance activities.
- All remembrance activities will be planned so that they are respectful of the culture and religious beliefs of the family.

Managing Transitions

- Information about pupils that have been bereaved will be recorded.
- This information will be shared with relevant parties at key transition points, including the following:
 - If the pupil moves school
 - When the pupil moves to college
 - If the pupil moves class
 - When the pupil will be taught by a new teacher
- Good communication will be established with feeder schools so pupils that have experienced bereavement can be identified.

Teaching about bereavement and grief

- Different aspects of the curriculum will be used to discuss relationships, feelings and emotions, and to think about how to manage these in relation to family events and death.
- Before delivering any lessons that cover topics of death and bereavement, the teacher will consider how the lesson may affect the bereaved pupils they are teaching.
- Bereaved pupils and their families will be consulted over whether it is appropriate for them to attend lessons about death or bereavement, and alternative arrangements or additional support will be put in place as required.
- Where appropriate, the teacher will discuss what the lesson is going to cover with the pupil and will work with the pupil to design activities that the pupil feels they are able to get involved with.
- Any lessons covering topics of death or bereavement will take account of religious and cultural beliefs.

Staff Training

- All pastoral staff will receive training in bereavement support.
- Pastoral staff will organise whole-school training sessions to share their knowledge with all staff members, including support staff, annually.

- If any members of staff are not confident in delivering some level of bereavement support to pupils or other staff members, or in implementing this policy, they will speak to the headteacher who will arrange for the staff member to undergo the appropriate training.
- The headteacher will check if the staff that work for third party providers that deliver extra-curricular activities for pupils have received bereavement training and will recommend them to do so if this training has not been undertaken