



Bereavement Policy

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Policy Created by;	L.Wordsworth
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Our Mission Statement

At St Anne's RC Primary School, we work together, learn together, play and care together in God's love to enable each unique person to achieve their full potential.

We aim to meet the needs of every child through a challenging, enriched curriculum, where everyone feels valued and respected. Providing a safe, secure and stimulating learning environment through an inclusive partnership between children, parents, our school, our church and the wider community.

Aims

We understand that bereavement is faced by members of our school community at different times and that when the loss is of a member of our school community – such as a child or staff member, it can be particularly difficult. Pupils need to be supported when they experience family bereavements and other significant losses in the course of their lives while they are at school.

This policy will provide guidelines to be followed after a bereavement. The aim is to be supportive to both pupils and adults, and for staff to have greater confidence and be better equipped to cope when bereavement happens. Every death and the circumstances in which it occurs is different and this policy has been constructed to guide us on how to deal professionally, sensitively and compassionately with difficult matters in upsetting circumstances.

This school is committed to the faith, emotional health and well-being of its staff and pupils. We are dedicated to the continual development of a 'healthy school'. We wish to work towards this in all aspects of school life, and to provide an ethos, environment and curriculum that support and prepare pupils for coping with separation or loss of a loved one, either through death or divorce.

The policy is based on practice that has grown over time as the school has previously experienced bereavements, and provides a resource as a working document to support our community.

Following a Bereavement:

We believe that children and adults alike have the right to:

- be given space and time to grieve
- be given support from whichever source is deemed the most appropriate – if possible, of their own choice.
- encounter a caring environment in which they feel safe to demonstrate grief without fear of judgement.

We recognise that:

- grief may not always be apparent to the onlooker, but its invisibility makes it no less real.
- differing religions/cultures view death and bereavement from different perspectives and all viewpoints should be taken into consideration and given equal value in the school environment.
- the death of a child has huge repercussions beyond the immediate teaching/care team of that child and every effort should be taken to inform and deal sensitively with the far reaching contacts.

The Management of Bereavement in School

A universally accepted procedure outline will, in itself, not enable everyone to feel comfortable in dealing with the practicalities of death and bereavement. Each bereavement is unique and comes with its own specific challenges; however, it is helpful to have a framework on which to build. One of our main concerns must be the immediate family of the deceased and as a school we state our commitment to any such family as may need practical, emotional and ongoing support.

Transition

It is vitally important to ensure that if a child has experienced bereavement that this information is passed on to the relevant persons when they move on to a new class or school.

Death of a pupil

The school may be notified in a number of ways. Upon notification of the death of a pupil:

- It is usual, or hoped that if death occurs parents usually let the school know directly and the person answering the phone will put them through to the most senior member of staff on site.
- Where death occurs in the holidays or at weekends the parents will contact whoever they can to inform the school. The Headteacher's email can be used under these circumstances
- In that instance the member of staff who takes the call will immediately contact the most senior member of the school team possible and that person will then assume responsibility for the dissemination of the information.

Sharing information

It is important to agree, with the parent, before the school can take on the role of informing concerned parties within, or outside, the school community. There can be no definitive list of people to contact and, therefore, it will be different for each child. The school should ensure that all people who are close to the child are told in a sensitive and supportive manner rather than risk them hearing it 'on the grapevine'. The school needs to ensure it does not add to the sorrow by leaving people feeling marginalised.

The following people should be considered:

- Current school staff in school
- Current school staff not in school that day
- Previous school staff who worked closely with the child
- Social Work team if applicable
- Chair of Governors & governing body
- Other professionals who work with the child
- Other parents – if children have been informed, the school needs to send a note to parents informing them of the loss, and they may need to support or comfort their children. See Appendix C.

The process for telling the other pupils will be decided by the Headteacher- following consultation with the teaching staff. For example, with different aged pupils there will be different decisions made and the class teacher of the class with the loss will usually be the best person to tell the rest of the children in that class, if they feel comfortable doing so. It is important that staff avoid adding worry – for example, if the child died in hospital we do not want to give children a fear of hospitals. Although the finality of death cannot be diminished, if there are mitigating circumstances that may help - such as that the child was in pain and now is free of pain - this can be used to help alleviate sorrow. Children must be told that, while they may feel sad, they do not have to feel guilty if they go on to have fun and pleasure in their day ahead. They must not feel obliged to assume a burden of grief. Children 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. See Appendix D

The funeral

- It is essential to sound out the family's wishes. The family may well welcome involvement of members of the school community but equally, may wish to keep things private.
- The Headteacher and/or the Deputy Headteacher will make arrangements for the school to be

represented at the funeral, and identify which staff and pupils may want to attend, together with the practicalities of issues such as staff cover and transport. For some schools it is appropriate to close, for others it is not, consequently difficult decisions will sometimes have to be made concerning attendance.

- Will flowers be sent and/or a collection made? Involve staff and pupils in the decision.
- Cultural and religious implications need consideration.
- If the parents wish to visit the school at any time after the funeral, this will be agreed.

Memory Assemblies

It may be appropriate to hold a memory assembly for the child. Staff need to be able to show pupils that it is perfectly normal to feel upset at the loss of a friend and that helpful rituals, prayers, and remembering can be shared in a manageable way together.

If A Child Dies In School:

- If any member of staff has concerns regarding a child's health they will contact a first aider and ideally the Headteacher or Deputy Headteacher.
- In the case of serious concern, the school will call for an ambulance. Due to the seriousness of the situation, this decision can be taken by the first aider or a member of the SLT.
- Immediately inform the Headteacher or, in her absence, the most senior member of staff on site.
- The Headteacher will then ensure that the parents are contacted and seek their agreement to meet the ambulance at the hospital.
- If the child stops breathing, a trained school staff member will administer CPR. In some cases, parents may have given the school a protocol to be followed in the event of a serious health incidence. In rare cases, this may include a request that mechanical resuscitation is not administered. However, whilst the school respects the parents' preference in this matter, due to the statutory responsibility imposed on the school regarding "duty of care", the need for school staff to administer manual CPR overrides such preference. Once the ambulance has arrived at school, the child is given over to their care and it is the ambulance team's decision as to where the child is taken or which form of treatment is administered.
- Where the parents have given the school a protocol to be followed in the event of an emergency medical issue occurring - e.g. no resuscitation - this protocol will be handed to the paramedics.
- Any change in circumstance following the first call to parents should be reported to them as soon as possible. **NB:** Staff must not impart shocking or worrying news to a parent if they are travelling in a car alone.
- Once the child 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. The purpose of this is to be a familiar face to the child's family on their arrival at the hospital. This person will remain in regular contact with Headteacher and/or the Deputy Headteacher.
- The school will notify the LA & Diocese if there is a death in school at the earliest opportunity. All press enquiries are to be routed through the Headteacher, Chair of Governors and LA Media Team.

If a Child Dies on a School Trip

If a crisis situation occurs whilst a child is out on an educational trip, then the adult with the child - or the teacher in charge - should telephone for an ambulance first and then contact the school to inform the Headteacher. The school will then take the responsibility of contacting the parents. Once the ambulance team reaches the child, the child becomes the responsibility of the ambulance team and they will direct any subsequent actions. The off sites visits protocols give guidance for such situations

and should be followed. The school will notify the LA, at the earliest opportunity, if there is a death out of school. The above procedures and protocols will then apply.

Responding to the media

Some deaths, particularly those in sudden or traumatic circumstances, attract media attention. 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 Media Team.

On-Going Support

For staff:

Following bereavement, it is only to be expected that some members of staff will be emotionally affected and would benefit from the provision of some time for reflection. The following support may be helpful:

- A specific room could be allocated- e.g. the Forest View room
- Access to one to one time with a member of staff who is trained in bereavement support. This is currently Mrs Garside and Miss Wordsworth
- The Educational Psychology team offer counselling support and staff will be reminded about this service.
- School is able to call upon a number of professional services if felt needed for support and advice

For Pupils:

In most circumstances pupils can be supported by the school staff.

- In most cases, each child will have a favoured member of staff to approach.
- The Senior Leadership Team & Family Support Worker will ensure that we have suitable books and other materials to help children discuss death and come to terms with loss.
- Social Stories may be one way to help pupils to understand loss.
- The Educational Psychology team can offer support to pupils who may need more help.

For The Family:

- Communicate with the family straight away and offer support. Send a letter of condolence from the school.
- Give parents and family the opportunity to collect any personal belongings of the person who has died, if needed.
- Send a representative to the funeral.
- Hold a collection /flowers to be sent as appropriate.
- Invite parents/family to any commemorative events held by the school, both at the time and in subsequent years.
- If memorial work has been completed, for example a remembrance wall or book, then this should be returned to the parents at an appropriate time, and pupils informed where it has gone.
- If the parents wish to visit the school at any time after the funeral, this will be agreed.

Parents will be told that they are welcome in the school and will be encouraged to come and visit. The first visit to the school is often difficult and will be arranged sensitively in accordance with the parents' wishes. It will then be for the parents to decide if they wish to maintain on going links. Each family will be different, with differing needs. Therefore, the school will always be there to act as a source of support and information.

The Death of a Member of Staff

All of the principles and procedures listed above apply to the death of a staff member. For a letter template see Appendix C.

In addition to the above, the school will notify the LA & Diocese. Where appropriate to the wishes of the staff member's family, the Headteacher will arrange for staff members to attend the funeral.

Responsibilities

The designated person within the school who has overall responsibility for support and liaison in event of a death or traumatic loss is the Headteacher. In the event that this person is absent then another Senior Leader will take responsibility.

Responsibilities are:

- Policy development and review, involving pupils, staff, governors, parents/carers and relevant local agencies.
- Implementing the policy and reflecting on its effectiveness in practice.
- Using the expertise within the school and sharing the responsibilities.
- Establishing and co-ordinating links with external agencies.
- Accessing and co-ordinating training and support for staff.

The nominated Governor with responsibility for bereavement is: TBC

Responsibilities are:

- To contribute to generating and updating the policy.
- To support the Headteacher in overseeing the way in which bereavement is managed.
- To support the Headteacher in overseeing the way in which bereavement is tackled in the curriculum.
- To review practice.

Death of a parent

At St Anne's RC Primary School, we are a very close community. In the event of the death of a parent, the first priority is to ensure that the children are safe and supported. News of the death of a parent can come at any time. The school will support the pupil and the other parent around informing the child if necessary. Support to the pupil and family will be offered and put into place. The school is able to access bereavement counselling and also our learning mentor can support children on a 1:1 basis.

Death of family members of staff

At St Anne's RC Primary School we will ensure that we support the member of staff and discuss their needs. We will support them through contact whether messages or telephone conversations and use

care first to ensure that the member of staff have the support they need.

Preparing and responding to a suspected suicide in school

We follow guidance from the document 'how to prepare and respond to a suspected suicide for schools and colleges', see appendix G.

We follow the Samaritans step by step service and will access their postvention advisor support if needed. We follow a response plan- see below and respond to a suspected suicide within 48 hours, this is necessary to maintain the structure and order of the school routine, facilitate the expression of grief and reduces the risk of imitative behaviour.

Response plan-

In the event of a suspected suicide of a pupil or member of staff:

- Establish the facts first- this will be the responsibility of the Headteacher
- Notify the school incident management team, this will be the responsibility of the Headteacher
- Notify staff first, a statement may need to be prepared first to ensure consistency of information across the school. The Headteacher or Deputy Headteacher will be responsible for this.
- Identify any at risk staff or pupils
- Where possible, the news will need to be broken to pupils in small groups, this will be done by the senior leadership team. The school will follow guidance from Samaritans in terms of how to break the news and the appropriate language. See further details in appendix G
- Provide immediate counselling or emotional support to staff and then pupils. This will be arranged through the local authority. A room may need to be prepared and set aside for where they can go
- Staff will be asked not to comment to any media interest. The local Authority have a media team and will liaise with them regarding a statement. The Headteacher will be responsible for this
- If the school community has been affected, a letter will be sent with a brief overview of what has happened, what support the school is putting in place, what action the school will take in response to school memorials and funerals, where they can find further information and support about suicides, where they can access support for themselves and what to do if they are worried about someone else.

It is important to note that the fact of a death can be disclosed immediately, however, the nature and cause of a death cannot be disclosed until the family has been consulted. If a family refuses to permit disclosure, we will simply state that the family requests that no information is shared. We have a duty of care and would have to recognise the rumours and address the topic of suicide in a responsible way.

Responding to an attempted suicide

Anyone who has attempted suicide is appropriately referred to and cared for by mental health professionals.

A support plan will be put in place to support the pupil before the student returns to school. For further information, please see the mental health and well-being policy

Appendix A - List of Online Resources and Information

www.winstonswish.org.uk A useful website offering practical ideas for helping those bereaved in the family and school community.

<https://www.franchishouse.org.uk/> The website of Francis House

www.childbereavement.org.uk A bereavement support service for children who have suffered a loss

<https://www.onceuponasmile.org.uk/> Once Upon a Smile

www.bhf.org.uk/smallcreature British Heart Foundation site to help children come to terms with loss using cartoon creatures. An animated film and we have a printed pack to go with it.

www.bbc.co.uk/.../bereavement/bereavement_helpchildren.shtml Information on the way bereavement affects children

<https://www.gaddum.org.uk/> Gaddum Centre support

Appendix B - Books on Bereavement

GRANPA

John Burningham (Puffin, 1998, ISBN 0099-43408-3)

Designed to stimulate discussion rather than to tell a story, the book has a series of scenes of a little girl and her grandad, with comments from each or both of them. At the end, she is shown staring at his empty chair, without comments. The book allows the adult to direct discussion about not only the good things that the child remembers, but also the not so happy memories.

WHEN DINOSAURS DIE

L & M Brown (Little, Brown, 1996, hb, ISBN 0-316-10197-7)

Charming busy anthropomorphic pictures of dinosaurs illustrate topics and questions and a range of answers about death: Saying Goodbye; Customs and beliefs about death; Why do people die? What does "dead" mean?. It is also quite acute psychologically, acknowledging that disbelief, anger, fear, and sadness are common feelings when someone dies. Expensive, but attractive and appealing to children.

REMEMBERING GRANDAD

Sheila and Kate Isherwood (Oxford, ISBN 0-19-272368-5)

A girl's grandfather has died and looking back over the happy times they enjoyed together helps her to cope with the loss. Very specific episodes and illustrations give it a life-like feel. Sensible and sound if a little stereotyped in its pictures of family life, it could help children to think about how to remember someone.

FRED

Posy Simmons (Jonathan Cape, 1987, ISBN 0-2240-2448-5)

When Fred the cat dies, his owners Nick and Sophie attend his funeral and learn about his secret life as a famous singer. The story raises the idea of celebrating a life in a good-humoured and touching way, with entertaining pictures and not much text.

GRANDAD, I'LL ALWAYS REMEMBER YOU

De Bode and Broere (Evans / Helping Hands, 1997, ISBN 0237-51755-8)

A picture book about loss and memories, and potentially a good stimulus to talk about a bereavement.

LIFETIMES

Beginnings and endings with lifetimes in between – a beautiful way to explain life and death to children Bryan Mellonie and Robert Ingpen (Belitha Press, 1997, ISBN 1-85561-760-9).

places human life and death firmly in the natural world, and the tone is quietly reflective: "All around us everywhere, beginnings and endings are going on all the time. It may be sad, but it is the way of all things. For plants; for people; and for birds".

BADGER'S PARTING GIFTS

Susan Varley (Collins Picture Lions, pb, 1992)

An old favourite, a charming illustrated book in which a very old and much loved badger dies. The forest animals gather and reminisce about the important part Badger played in their lives, and as time passes memories of Badger make them smile. These memories were different for each of them, including very recognisable things like a favourite recipe or showing someone how to knot a tie - Badger's "parting gifts"

WE LOVE THEM

Martin Waddell (Walker Books, 1990, ISBN 0-7445-7256-8)

Death is seen very much as part of life in this nicely illustrated story of life in the country, which conveys the idea that life goes on and that old creatures give way to young ones. But it is a bit too matter of fact about loss - barely is the old dog dead than the children have found a new one, is there an implicit message that dead pets (and people?) are easily replaced.

GRANDMA'S BILL

Martin Waddell (Macdonald Young Books, pb, ISBN 0- 7500-0307-3)

Bill's grandma is a widow, and he learns about her "other Bill" by looking through her photo album with her. A bit too stereotypically suburban and middle class for general appeal perhaps. Some like its ordinariness, gentleness and factual accuracy, and couldn't fault what it had to say about death and living on in memories and in the family.

I'LL ALWAYS LOVE YOU

H Wilhelm (Hodder & Stoughton, 1985)

A touching story of the love between a little boy and his dog, who have grown up together. When the dog dies, the boy says that, although he is very sad, it helps that he used to tell the dog "I'll always love you" every night. An opportunity to discuss the importance of telling how you feel. Aimed at 4 to 7 year olds and delightfully illustrated.

A BIRTHDAY PRESENT FOR DANIEL

Juliet Rothman (Prometheus Books, ISBN 1-57392-054-1)

This story of a little girl whose brother has died is intended for children aged 8-12. "A difficult subject handled very well and movingly".

Appendix C

Template of a letter informing parents of the death of a pupil

Before sending a letter home to parents about the death of a pupil, permission must be gained from the child's parents.

The contents of the letter and the distribution list must be agreed by the parents and school.

<Address>

<Date>

Dear Parents

Your child's class teacher had the sad task of informing the children of the death of <Name>, a pupil in <Year>.

(<Name> died from an illness called cancer. As you may be aware, many children who have cancer get better but sadly <Name> had been ill for a long time and died peacefully at home yesterday.)

He/She was a very popular member of the class and will be missed by everyone who knew him/her.

When someone dies it is normal for their friends and family to experience lots of different feelings like sadness, anger and confusion. The children have been told that their teachers are willing to try to answer their questions at school but if there is anything more that you or your child needs to know, please do not hesitate to ring the school office and we would be more than happy to help you.

(We will be arranging a memorial service in the school in the next few months as a means of celebrating <Name.. 's> life.)

Yours sincerely

<Name> Head Teacher

**Template of a letter informing parents of the death of a
member of staff**

<Address>

<Date>

Dear Parents

----- (member of staff) had the sad task of informing the children of the tragic death of <Name> who has been a teacher at this school for a number of years.

Our thoughts are with <Name>'s family at this time and in an effort to try to respond to his/her death in a positive way, all the children have been informed.

When someone dies it is normal for family and friends to experience many different feelings like sadness, anger and confusion, and children are likely to ask questions about the death that need to be answered honestly and factually in terms that they will understand.

The children have been told that their teachers are willing to try and answer their questions at school but if there is anything else you or your child needs to know, please do not hesitate to ring the school office and we will be more than happy to help you.

(We will be arranging a memorial service in the school in the next few months as a means of celebrating <Name..>'s life.)

Yours sincerely

<Name> Head Teacher

Appendix D

Supporting pupils

Loss from a child's perspective

For many children and young people the death of a parent, caregiver, sibling or grandparent is an experience they are faced with early in life. It is sometimes incorrectly assumed that a child or young person who is bereaved by the death of someone close at a young age will not be greatly affected as they are too young to understand the full implications of death.

This is untrue and unhelpful. Even babies are able to experience loss. A baby cannot cognitively process the implications of the bereavement but that does not mean that they do not feel the loss.

Accepting the child's experience

Children and young people need to be given the opportunity to grieve as any adult would. Trying to ignore or avert the child's grief is not protective, in fact it can prove to be extremely damaging as the child enters adulthood. Children and young people regardless of their age need to be encouraged to talk about how they are feeling and supported to understand their emotions.

It is also important to remember that children and young people grieve in different ways. Grief is unique and therefore it is not wise to assume that all children and young people will experience the same emotions, enact the same behaviour or respond similarly to other grieving children and young people. A child or young person's grief differs from that of an adult's grief because it alters as they develop.

Time to grieve

Children and young people often revisit the death and review their emotions and feelings about their bereavement as they move through their stages of development. Children and young people do not have the emotional capacity to focus on their grief for long periods of time and therefore it is not uncommon for grieving children and young people to become distracted by play. This is a protective mechanism which allows the child or young person to be temporarily diverted from the bereavement.

Bereaved children and young people need time to grieve and in order for them to address the bereavement they need to be given the facts regarding the death in language appropriate to their age or level of comprehension. Avoid using metaphors for death such as, "Daddy has gone to sleep", this will make the child or young person believe that Daddy will come back to them and may constantly ask when he is going to wake up. Similarly the child or young person might encounter problems with bedtime and not wanting to sleep for fear of not waking up.

Talking to children

It is understandable that many caregivers are reluctant to talk to the child or young person about the death as they do not want to cause distress or fear. Children and young people who are bereaved need to know that their loved one has died, how they died and where they are now. Failure to be honest with the grieving child or young person means that their grief is not being acknowledged and this can cause problems later on.

If the bereaved child or young person wants to ask questions about death and what dying means, answer them truthfully and if you do not know the answer to a specific question don't be tempted to make the answer up. Assure the child or young person that although you do not know the answer to their question you will find out for them.

Key points to remember

The nature of a child's understanding of death and bereavement will be different at different stages of development. Although a child's grief is individual, their understanding of the loss of a loved one progresses as they mature. In this section you will find the most common understandings of death by children at certain stages of their development.

Do bear in mind that a child's understanding of death during their development will differ in circumstances where the child may be experiencing educational difficulties.

Two years to five years

During their development between the age of two to five, children do not understand that death is irreversible. For instance a four year old child may be concerned that although nanny was dead she should have come home by now. This example illustrates how children at this stage do not understand the finality of death and nor do they understand what the term "dead" actually means. It is common for a young child to be told that their aunt has died and still expect to see them alive and well in the immediate future. Children do not understand that life functions have been terminated and will ask questions such as:

"Won't Uncle Bob be lonely in the ground by himself?"

"Do you think we should put some sandwiches in Grandpa's coffin in case he gets hungry?"

"What if Nan can't breathe under all that earth?"

"Will Daddy be hurt if they burn him?"

As the cognitive understanding of children in this age range is limited they can sometimes demonstrate less of a reaction to the news of the death than might be observed by an older child and might promptly go out to play on hearing the news of the death.

Children aged between two and five years old have difficulty with the abstract concepts surrounding death. For instance they might be confused as to how one person can be in a grave and also be in heaven at the same time. They will become further confused if they are told that the deceased person is simply sleeping and this in turn could make them fearful of falling asleep or seeing anyone else asleep. They might insist on waiting for the person who has died to wake up or similarly if they have been told that the person who has died has gone on a long journey they may await their return.

At this age bereaved children can become involved in omnipotence or magical thinking. This refers to the concept that bereaved children believe that their actions, inaction, words, behaviours or thoughts are directly responsible for their loved one's death. This form of thinking is not exclusive to this particular age group and can be experienced by many bereaved children and young people of older ages. It is essential that you explain to the bereaved child that the death was not in any way their fault or responsibility. The need to reassure the grieving child that nothing they said / didn't say, did or didn't do caused the death is paramount.

Five years to ten years

Children at this developmental stage have acquired a wider understanding of death and what it entails. They begin to realise that death is the end of a person's life, that the person who has died won't return and that life functions have been terminated. By the age of seven the average child accepts that death is an inevitability and that all people including themselves will eventually die.

This understanding can also increase a child's anxieties regarding the imminent deaths of other people who they are close to. Children of this age are broadening their social networks by attending school and are therefore open to receive both information and misinformation from their peers and social circles.

With this in mind it is important that the cause of death, the funeral and burial process and what happens to the deceased person's body are explained in a factual and age appropriate manner to the bereaved child. Children will ask many questions and may want to know intricate details pertaining to the death and decomposition of the body. Again, it is vital that children have such details explained to them clearly so that they understand. At this developmental stage children can empathise with and show compassion for peers that have been bereaved. Children aged between five and ten often copy the coping mechanisms that they observe in bereaved adults and they may try to disguise their emotions in an attempt to protect the bereaved adult. The bereaved child can sometimes feel that they need permission to show their emotions and talk about their feelings.

The important thing is to let them do this. Avoid remarks such as, "Come on be a big brave girl for mummy" or "Big boys don't cry", such comments however well meant can make children feel they need to hide their feelings or that what they are feeling is wrong. This can cause complications as the bereaved child develops.