

All Saints Nursery School

Bereavement and Loss Policy

We believe that bereavement and loss are an inevitable part of living and growing.

As a nursery we will provide opportunity for children to develop their own appropriate range of emotional spiritual and intellectual responses to manage these experiences.

We believe that the ethos of our nursery school based on openness and mutual respect provides a framework in which the experiences can be realised in an enriching manner.

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

The manager is the nursery bereavement contact. The manager has access to collated resources in order to support the staff.

The bereavement contact will coordinate the nursery's response and will be fundamental in liaising with the bereaved family.

As far as possible, all staff should be told together by the named bereavement contact. By creating a list (attached) of all people to be told the nursery can be sure that no one will find out by chance.

All staff will have the opportunity to prepare themselves for the supportive role they adopt and be given time to work through their own feelings.

All the parents/carers will be told in writing at the same time as promptly as time will allow; this includes absentees.

Following this the children in nursery will be told at a time previously notified to the parents.

Staff will be consistent in their use of terminology to ensure clear understanding of death. We will avoid terms such as lost, passed away etc.

The nursery has a range of strategies that it may adopt in the days and weeks that follow any significant loss. The manager will make decisions about which to undertake will be determined following discussions with the family and will take into account and religious/cultural beliefs.

Staff will have ongoing opportunities for peer support in order to maintain their wellbeing.

The nursery bereavement contact and key worker will take responsibility for recording details of bereavement on the child's Record of Transfer and ensuring this information is passed to the next setting with parent's permission.

The nursery will provide ongoing support and ensure that the anniversary of the death is remembered.

As a nursery we will acknowledge the role we play in supporting children with bereavement and loss and will work alongside parents/carers in this process.

This policy was adopted at a meeting of _____ name of setting

Held on _____ (date)

Date to be reviewed _____ (date)

Signed on behalf of the management
committee _____

Name of signatory _____

Role of signatory (e.g. chair/owner) _____