General Welfare Requirement: Safeguarding and Promoting Children's Welfare

The provider must take necessary steps to safeguard and promote the welfare of children

4.8 Bereavement (loss and change)

Policy statement

Loss and Bereavement are an inevitable part of living and growing. It is important to equip children with the reality of loss and change so that they can develop their own appropriate range of emotional, spiritual and intellectual responses to deal with these experiences and develop emotional resilience.

We believe that the ethos of Upwood Small to Tall, based on openness and mutual support, provides a framework in which these experiences can be realised in an enriching manner.

The aim of this policy is to communicate to staff, committee, parents, visitors and children how loss and bereavement are approached in our setting.

This policy outlines clear guidelines for action in the event of bereavement or significant loss including divorce/separation.

The approach taken by our setting is based on the following strategies:

- By providing a well planned personal, social and emotional curriculum which ensures that 'loss and change' are included therein.
- By providing a healthy environment that promotes the spiritual, moral, cultural, emotional and physical development of the children in its care.
- By working in close partnership with parents/carers.

In the event of bereavement or of a significant loss, Upwood Small to Tall will act in a planned and agreed manner, so that all staff and committee know what is expected of them.

Procedures

- The Manager or/and the Committee Chair will co-ordinate the setting's response.
- As far as possible, all staff will be informed together, by way of emergency meeting or telephone call. Families of the group will be informed by letter, where appropriate. Our aim will be to ensure that no one close to the situation will find out by chance.
- A quiet area, usually the staff room, will be provided for private discussion.
- An individual member of staff will be identified to keep in touch with the family so that contact does not come to an abrupt end after initial attention.
- Any intentions to act in a particular way will be shared with the family concerned.
- Family religion and cultural diversity will be considered throughout the process.
- We will offer time and guidance to parent/carers and assist in contacting relevant professionals if necessary.
- There will be a range of strategies that we may adopt in the days and weeks following a loss. Decisions about which to take will be determined following discussions with the family concerned.

Examples of Supportive Strategies

All parents/carers will be invited to share special circle times for the children with appropriate stories and time for questions that may arise. Our aim is to answer questions honestly and truthfully and in simple terms.

Follow up activities will include inviting children to make something for the child/adult who has died. This may be a painting or drawing for example.

A range of books will be available to families through our lending library.

With support, families will be invited to help their children contribute towards the creation of a memory table for the child/adult who has died.

In the Long Term

An appropriate event will take place as long-lasting memory of the child or adult who has died. This may be a bulb planting session, a plaque or an annual award in their name.

We recognise the importance of remembrance and are aware that changes in behaviour may arise as a result of anniversaries, transition and change. With parental consent we will keep the following records of the bereavement: -

- Name and relationship to the person who has died
- The cause and date of death
- It may be useful to make a note of any significant events around the death
- Who else is at home, the name and age of any siblings
- The child's reaction to the death
- The family religion

These records will then be readily accessible on transition to school, relocation or in the event of a sibling starting with us. This will allow any new adults coming into contact with those affected by bereavement to be extra sensitive to their needs.

Further guidance

http://www.childhoodbereavementnetwork.org.uk/
http://www.griefencounter.org.uk/
http://www.winstonswish.org.uk/
http://www.partnershipforchildren.org.uk/resources/my-child-is-worried-about/bereavment/dealing-with-change-and-loss.html

This policy was adopted at a meeting of	Upwood Small to Tall
Date last reviewed	4th May 2020
Name of signatory	Lisa Milner
Role of signatory (e.g. chair)	Chair