
Bereavement Policy

We believe that bereavement and loss are an inevitable part of living and growing. Early Years practitioners will provide opportunities within their settings for children to develop their own appropriate range of emotional, spiritual and intellectual responses to manage these experiences.

We believe that the ethos of the pre-school, based on openness and mutual support, provides a framework in which these experiences can be realised in an enriching manner.

Process

The pre-school will act in a planned and agreed manner, so that all staff know what is expected and can contribute their part in a way that is consistent with the values that have been adopted.

- The pre-school will have identified, through the process of a one day bereavement conference, a named pre-school bereavement contact. This person will be aware of the needs of bereaved children and will have collated resources in order to support them.
- The pre-school bereavement contact, in partnership with the practitioners will co-ordinate the pre-school's response and be fundamental in liaising with bereaved family.
- As far as possible, all staff should be told together by the named person. By creating a list of people to be told, the pre-school can be sure that no one close to the situation will find out by chance.
- All the parents/carers will be told in writing at the same time and as promptly as circumstances will allow.
- Following this the children in pre-school 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 the concept of death.
- Absentees from pre-school will also need to be informed at the earliest opportunity. The pre-school will have procedures to track who is informed, when and by whom, to ensure that no one is missed.
- The pre-school will have a range of strategies that it may adopt in the days and weeks that follow any significant loss. Decisions about which to undertake will be determined following discussions with the family

concerned and will take into account the cultural/religious beliefs of the family.

- The child's key worker or other named member of staff will be identified to keep in touch with the family so contact from the family's perspectives is manageable. This person will co-ordinate the sending of a card.
 - Attendance at the funeral and other forms of remembering will be agreed by the staff team. If you decide to close the setting in term time, this will need to be with the prior agreement of KCC due to funding regulations.
 - Staff will have ongoing opportunities for peer support in order to maintain their well being.
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- The pre-school bereavement contact 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 pre-school will provide ongoing support and will ensure that the anniversary of the death is remembered.

Curriculum

In the event of bereavement or significant loss the pre-school has identified activities that will support the child/children to explore their feelings and memories. Some opportunities may include:

Telling the Story

- Use toys; Use stories; Use play dough; Use puppets

Expressing feelings

- Volcano/mad box; Water balloons; Feelings biscuits; Bag of feathers
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Remembering

- Photo albums; Memory jar; Memory bracelets; Bookmarks