

WHITEFIELD PRIMARY SCHOOL

Bereavement Policy



Adopted: October 2013

Review date: October 2016

Whitefield Primary School

Bereavement Policy 2013-2016

Mission Statement

Our school is a place where everyone is treated equally, encouraged and respected. We believe that all children should be able to achieve their full potential academically, socially and emotionally. We are committed to our school being a safe and inclusion place where learning is nurtured and encouraged in a happy, caring and fun environment. We all work for our school to be a happy place where good behaviour is expected and all children enjoy their educational journey.

At Whitefield we believe in nothing but the best!

We have a duty to have in place clear support strategies for pupils and school personnel who mourn the death of a family member or the loss of a member of the school community.

We acknowledge that the trauma of any such events can over a period of time affect attitude, performance and the ability to cope with life in general. We have a duty to mobilise the support of the whole school community in order to work together, to support each other and to honour the memory of the person that has passed away.

We will ensure that appropriate school personnel undertake training in bereavement counselling and will be available for both pupils and school personnel.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

Aims

- To provide support strategies for both pupils and school personnel who mourn the death of a family member or the loss of a member of the school community.
- To work with other schools to share good practice in order to improve this policy.

Procedure

Role of Governing Body

The Governing Body has:

- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Head teacher and Bereavement Support Team (BST)

The Bereavement Support Team consists of;

- Nadine Carroll, Head teacher
- Jill Wright, Deputy Headteacher
- Natalie Menagh, Inclusion Manager

The Bereavement Support Team will:

- lead the development of this policy throughout the school;
- keep up to date with new developments and resources;
- review and monitor;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- coordinate appropriate support for the bereaved;

- annually report to the Governing Body on the success and development of this policy
- be available to pupils and school personnel;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;

Dealing with the death of a member of the school community

The Headteacher and/or the BST will:

- offer the school's condolences;
- coordinate all information from the family taking into account their wishes;
- inform all school personnel and the support provided;
- inform all pupils about the support provided ;
- inform parents of the death, any other details such as funeral arrangements and possible school closure;

Dealing with a pupil suffering the loss of a family member

The Headteacher and/or the BST will:

- offer the school's condolences;
- coordinate all information from the family taking into account their wishes;
- offer the pupil additional pastoral support in school;
- work with the family to assess any change in behaviour of the pupil during this traumatic time

Dealing with a member of staff suffering a bereavement

The Headteacher and/or the BST will:

- contact the bereaved member of school personnel and offer the school's condolences and support from the Bereavement Support Team;
- coordinate all information from the family taking into account their wishes;
- provide information on their bereavement leave entitlement

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- listen to and monitor the behaviour and progress of bereaved students;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions;
- report any concerns they have on any aspect of the school community

Bereavement intervention programmes

Jill Wright (Deputy Head teacher) is trained to deliver the Seasons for Growth programme to pupils who have experienced a significant loss or change in their lives. Pupils who have experienced a bereavement may be placed on this programme after a suitable period of time has passed.

Natalie Menagh (Inclusion Manager) will refer families or pupils to outside agencies who can offer bereavement support if requested by the family.

Senior member of staff responsible: Nadine Carroll (Head teacher)

Designated members of staff: Jill Wright (Deputy Head teacher)
Natalie Menagh (Inclusion Manager)