

## Bereavement policy

There are times when Parents children and staff may be in need of help and support after bereavement in the family or the loss of someone or something close the person involved. Bereavement may result in many different emotional reactions by, parents, staff or children and it is important that understanding and time is given to the person concerned. The nursery will endeavour to provide that support.

The nursery will provide the opportunity to talk to a member of staff confidentially. Wherever possible, the nursery would be grateful if the information regarding the bereavement could be shared with staff at the nursery as soon as possible.

Any support required and requested by the individual or family will be offered at the earliest opportunity. Staff will be sensitive to parent, staff and children's needs during bereavement and understand the potential change in behaviour that may be the result of the loss of someone or something close to the individual concerned.

The key person related to the family will endeavour to offer additional support and time, if requested. Where possible the nursery may offer additional support through increased staffing ratios for a period of time allowing the child/parent/staff member opportunities to express their feelings.

Hours of attendance will be considered and wherever possible an increased amount of flexibility will be offered by the nursery.

In the event of staff being affected by the death of a child who attended nursery, the nursery will endeavour to provide counselling and an opportunity for staff to discuss their feelings and desired support.

The nursery follows and adheres to the current government guidelines of 'Working together to safeguard children' and the 'Early years statutory framework'.

The death of a child is a tragic event for the bereaved. There is almost always a desire to understand why the child or young person has died. Every death of a child or young person is a unique event. However there are some circumstances of a death that will cause greater concern. One of the circumstances of greatest concern is where abuse or neglect is suspected to have been a factor in the Death of a Child or Young Person. Another circumstance of great concern, but almost always unrelated to the first, is where there is the Sudden Unexpected Death of an Infant. However no death is insignificant and it is also important that appropriate attention is given to the deaths of all children and young people. In the aftermath of the death of a child or young person practitioners may need to fulfil several roles. The family need to be supported in their grief and information needs to be gathered to ascertain the cause of death in order to offer appropriate support.

In the unlikely event of anyone dying on the premises, for example, through cot death in the case of a baby, or any other means involving an older child, the emergency services should be called, and their advice followed.

We as a nursery follow the guidelines of the Reporting Injuries, Diseases and Dangerous Occurrences (RIDDOR) for the reporting of accidents and incidents. When there is any injury requiring general practitioner or hospital treatment to a child, parent, volunteer or visitor or where there is a death of a child or adult on the premises, a report is to be made to the Health and Safety Executive using the format for the Reporting of Injuries, Diseases and Dangerous Occurrences. Ofsted are notified of any injury requiring treatment by a general practitioner or hospital doctor, or in the case of the death of a child or adult.

The nursery will follow the bereavement procedures as outlined by the nursery.  
Support numbers and websites

[www.samaritans.org](http://www.samaritans.org) Chester - 01244 377999

[www.childbereavementuk.org](http://www.childbereavementuk.org).

## Elsie Ever After

The charity Elsie Ever After supports bereaved families. We signpost people to appropriate support and offer support from ourselves if they do not meet existing organisations' criteria. We also provide free bereavement packs to children, which include a workbook and bereavement story. These packs are for primary and secondary school aged children. We can also provide books for adults on how to support young people with loss, and we often speak at courses and meetings, advising professionals on how to support young people with loss.

We endeavour to support all bereaved families, regardless of location within Cheshire or circumstance of death. Smarties nursery supports and fundraises for Elsie Ever After.

### Who to contact

E-mail [elsieeverafter@hotmail.com](mailto:elsieeverafter@hotmail.com) / Twitter: [@ElsieEverAfter](https://twitter.com/ElsieEverAfter)

Website <http://www.elsieeverafter.org.uk/> <http://facebook.com/ElsieEverAfter>

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