Bereavement Policy

Grief and loss of a close family member, friend or pet can happen to anyone and any families. At Windmill Pre-School we understand that children and their families might experience these whilst with us. We understand that this is a difficult time for families but also a confusing time for young children, especially if they have little understanding of the situation, why their parents feel sad or why the person or pet is no longer around.

Our aim is to support both children and their families, and we will adapt the following procedures to suit individual needs and preferences:

* We ask that if there is a loss of a family member or a friend to let Pre-School know as soon as you are able to, this will enable us to support both children and family, and to understand any potential changes in the behaviour of a child.
* The key person, parents/carers and manager will have an informal discussion or a meeting to talk about what we can do at Pre-School to support the family and the child in this difficult time, in order to help calm a potential upsetting situation, this will not be done in front of the child.
* During this time the child may need additional or even one to one support and as far as possible we will adapt our staffing arrangements, so they can be fully supported by the most appropriate member of staff, and where possible the child’s key person.
* We will also try to be as flexible as possible to adapt the sessions for the child depending on the family needs.
* We also understand that at this time families may experience difficulty with their mental health and wellbeing. Claire Baker is our Mental Health First Aider and has attended training on this subject (please refer to our Mental Health and Wellbeing policy).
* If a member of staff experiences the loss of a family or close friend, please let the Manager know as soon as you are able to, they will then arrange a meeting to discuss what support Windmill Pre-School can offer.
* We also recognise that there may be the rare occasion when the Pre-School team may be affected by a death of a child or member of staff. This will be a difficult time for the staff members, children and families.
* Further support and counselling if this occurs:

British Association of Counselling: [www.bacp.co.uk](http://www.bacp.co.uk)

SANDS: www.sands.org.uk

The Samaritans: [www.samaritans.org](http://www.samaritans.org) 116123

Healthy Minds: [www.healthyminds.org](http://www.healthyminds.org) 01494463364

This Policy was adopted and approved on 13th May 2019

This Policy was reviewed on 18th April 2023

Bryony Smith – Chair of Windmill Pre-School Management Committee

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Claire Baker – Manager of Windmill Pre-School

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