

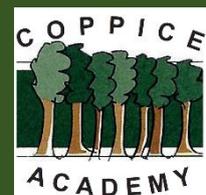
THE COPPICE ACADEMY

Bereavement Policy

Developed:

Revised: September
2020

Review Date:
September 2023



Bereavement Policy

Academy Background

The Coppice Academy is openly inclusive, welcoming all children from the whole community to a caring and happy environment where they can achieve to the very best of their abilities. At The Coppice Academy we believe that all children are unique and we encourage them to develop their strengths and creativity as individuals. We emphasise the development of the whole-learner physically, intellectually, emotionally and ethically.

Rationale:

Every 22 minutes in the UK a child is bereaved of a parent, making up some 24,000 a year. Many more are bereaved of a grandparent, sibling, friend or other significant person, and sadly around 12,000 children die in the UK each year.

Within our academy community there will almost always be some recently bereaved children who are struggling with their own situation, or sometimes the entire academy community is impacted by the death of a member of staff or a pupil. We would hope to not encounter such circumstances, but the statistical inevitability of such an occurrence implies the necessity of having a Bereavement Policy in place in order that we might be proactive, rather than reactive when responding to these sensitive situations. Empathic understanding in the familiar and secure surroundings of academy may be all the bereavement support some children or staff require, through referral to more specialist support should be a consideration where the impact of grief is more complex. Additional information and resources can be accessed at

www.childbereavement.org.uk

Objectives

The core intentions of the policy are:

- To support pupils and/or staff before (where applicable), during and after bereavement.
- To enhance effective communication and clarify the pathway of support between academy, family and community.
- To identify key staff within academy and LA, and clarify the pathway of support

The Children's Act 1989 aimed to ensure that the welfare of the child was paramount, working in partnership with parents to protect the child from harm (www.careandthelaw.org.uk/eng/bsection2). All intentions of this policy endorse that aim as we endeavor to counter any adverse effects of bereavement and maintain pupils' emotional well-being.

The role of the Academy Council

- To approve the policy and ensure its implementation, to be reviewed in three years.

The role of the Principal

- To monitor progress and liaise with external agencies.
- To respond to media enquiries.
- To be first point of contact for family/child concerned.
- To keep the governing body fully informed.

Principal: Diane Ahearn

The role of the LA

- To advise and support staff. Consult on referral pathways and identification of complex grief.

The role of pastoral staff (including i.e. spiritual advisors, academy counsellors, mentors)

- To have bereavement support training and cascade learning to other staff.

Procedures

1. Contact with the deceased's family should be established by the Principal and their wishes respected in communicating with others. Factual information is essential to avoid rumor and confusion, whilst being sensitive to cultural and religious considerations.
2. Staff should be informed before pupils and be prepared (through prior training) to share information in age-appropriate ways, as agreed for individual circumstances.
3. Pupils who are affected should be informed, preferably in small groups, by someone known to them.
4. A letter to all academy families affected should be composed at the earliest opportunity and a decision made as to whom, and how it should be distributed.
5. The academy should be aware that the academy timetable may need a degree of flexibility to accommodate the needs and wellbeing of children affected by the situation. However, minimal disruption to the timetable also offers a sense of security and familiarity.
6. Staff affected by the death will be offered ongoing support as appropriate.

7. In consultation with the bereaved family, arrangements for funeral attendance may be clarified, with the consideration of full or partial academy closure in some circumstances.
8. Where necessary a press statement should be prepared by the Principal.

Academy should be aware that the impact of bereavement follows a child throughout their academy life, so information should be recorded and shared with relevant people, particularly at transition points.