



POULTON ST CHAD'S
CHURCH OF ENGLAND
PRIMARY SCHOOL

LOVE LEARNING. LOVE GOD. LOVE ONE ANOTHER.

Issue Number	Date	Author	Approver	Changes
1	26.8.25	Nicole Bitsakaki	Curriculum Committee	Newly written

Bereavement Policy

Mission Statement

At Poulton St Chad's, we believe every child is a gift from God, blessed with their own gifts and talents. It is our mission to ensure children are safe, happy and can thrive. We aim to give our children a love for learning through our engaging curriculum and enrichment opportunities; a love for God within our distinctly Christian setting and a love for one another through our nurturing environment and inclusive relationships.

Every day we are guided by our biblical root: "Let all that you do be done in love." (1 Corinthians 16:14) and by our school motto: LOVE LEARNING. LOVE GOD. LOVE ONE ANOTHER.

Aims:

Our Poulton St Chad's Church of England Primary School, we are committed to supporting children, staff, and families through the complex journey of bereavement with honesty, sensitivity, and respect. We aim to create a safe and inclusive environment that acknowledges the depth and meaning of relationships, honours individuality and fosters emotional resilience. We work together as a team to recognise and meet the needs of all affected, while contributing to a wider culture of care within our community.

Rationale

This Policy outlines roles, responsibilities, and procedures for responding to a death within the school community. It will also identify support networks for those experiencing a

bereavement. As a school, we will regularly review and update this policy, reflecting on its effectiveness through feedback from children, staff, and parents. As a result of feedback from all stakeholders, we adopt best practice and adapt our approaches based on lessons learned and emerging needs within the school community.

Bereavement Team

Our school Bereavement Team consists of the Headteacher, Mrs Bitsakaki (overall responsibility), Mrs Hardy (Family Support Worker), Mrs Archer (EYFS teacher and PSHE Lead) Mrs Swales (KS2 Teaching Assistant) and Mrs Miller (KS1 Teaching Assistant).

In the event of a death of a child in school or a close family member; a member of staff or a close family member; or a member of the school community such a Governor or volunteer, the headteacher will delegate tasks to the Bereavement Team. We will also work closely with our colleagues in Blackburn Diocese who provide ongoing professional support.

Staff Training:

School provide training for staff on supporting bereaved children and families, recognising emotions such as anger and guilt, and fostering bravery in addressing difficult conversations.

Where possible, school will seek guidance from leaders/members of world faiths, and of no faith at all, to promote a greater understanding of the cultural and religious sensitivities to ensure non-offensive and respectful approaches.

Curriculum:

Our PSHE curriculum includes specific lessons for all year groups around grief and bereavement and includes age-appropriate themes and objectives which explore grief and the emotions that may be encountered when experiencing bereavement. We have produced our own tailored lesson plans for St Chad's children with the help of a working party of parents, Child Bereavement UK and Compassionate Communities Charity.

Community Resources:

A directory of local and national bereavement support services, including counsellors, charities, and faith-based organisations, is available on our website and from our family Support for families and staff to access where needed.

Supporting Children

Honesty and Communication:

We use age-appropriate, honest language when discussing death, avoiding euphemisms that may confuse children.

We offer opportunities for children to ask questions and express their feelings in a safe and non-judgemental environment.

Individualised Support:

We recognise that each child's grief journey is unique and we provide tailored support, considering their personality, relationships, and cultural background.

We provide care packages to support our children and families who are dealing with the death of a close loved one. Items may include mindful colouring books and candles.

We identify key staff members (e.g., class teachers, Family Support Worker and TAs) who can act as trusted adults for grieving children.

Safe Spaces:

The Family Support Worker's room is our designated "safe space" within the school where children can retreat if they feel overwhelmed. Within this space there are comforting items like cushions, books about loss, and creative materials for drawing or writing.

Activities for Expression:

We facilitate activities such as memory boxes, art projects, or storytelling to help children process their emotions and honour the person who has died.

We encourage peer support through structured group discussions or circle times.

Supporting Staff

Emotional Wellbeing:

In school we acknowledge the impact of bereavement on staff and provide access to counselling or supervision sessions if needed through our employee assistance programme.

We encourage open dialogue among staff to share experiences and support one another.

Team Collaboration:

We foster a team approach where staff work together to address the needs of bereaved children and families. An example of this is our work with Compassionate Communities UK.

We share resources and strategies to ensure consistency and sensitivity in communication. When supporting others, we deploy our staff according to their strengths.

Time and Flexibility:

We offer flexibility for staff members directly affected by bereavement, including time off, adjusted duties, or reduced workloads. Staff affected by personal bereavement will have regular check ins with one of our Bereavement Team whilst they are off work and during their return.

Regular supervision check ins will also be available to staff who support children and families with bereavement.

Supporting Parents and Families

Open Communication:

We inform parents about the school's Bereavement Policy and the support available for their children and family. We also keep parents informed about the PSHE lessons that we teach children on loss and bereavement.

We provide regular updates on their child's emotional wellbeing and involve them in discussions about additional support if required.

Workshops and Resources:

We host workshops or coffee mornings for parents on supporting grieving children and coping with their own emotions and operate an 'open door policy'.

We share books, online resources, and contact details for bereavement charities to empower parents with knowledge and tools.

Community Connections:

We encourage other parents and the wider school family to understand that death should not be a taboo subject and that it is important that the person grieving feels supported. We provide information on our school website of what appropriate communication/reaching out in compassionate ways may look like. We will speak to the bereaved family and take their wishes and requests into account at this very difficult time.

We encourage parents to connect with one another for peer support, particularly those who have experienced similar losses.

We partner with local organisations to provide further resources and opportunities for families. An example of this are the local 'At a Loss' and 'The Bereavement Journey' bereavement support groups which we signpost families to.

We work closely with colleagues at Blackburn Diocese, sharing resources and strengthening support networks across our family of schools.

Contributing to the Wider Community

Memorial Events:

We have a memorial table in the staffroom where staff can light a candle and write in a memory book to remember the person who has died.

We organise annual events such as a remembrance assembly and a memory garden planting to honour those who have died and to bring the community together.

We involve children, staff, and families in planning and participating in these events to reflect shared values and experiences.

Educational Outreach:

We collaborate with local organisations to raise awareness about grief and bereavement through workshops, talks, or community projects.

We support local charities, including Brain House Children’s Hospice, by fundraising or volunteering, fostering a sense of connection and purpose.

We work collaboratively with other schools, sharing our experiences and resources with any schools who need it. We have begun to work with Blackburn Diocese in sharing examples of good practice.

Legacy Projects:

We establish creative initiatives such story, poetry or artwork displays dedicated to the memory of individuals who have passed away.

We encourage children and families to contribute ideas for these projects to ensure meaningful recognition.

Principles of Reflection and Growth

Recognition and Respect:

We ensure the value and contributions of the person who has died are acknowledged in ways that are meaningful and appropriate to the community.

We continuously recognise the importance of meeting the needs of those grieving while balancing the broader needs of the school.

By embedding these principles into our school’s culture, whilst guided by our biblical root: “Let all that you do be done in love.” (1 Corinthians 16:14) and by our school motto: LOVE LEARNING. LOVE GOD. LOVE ONE ANOTHER, we aim to create a compassionate and resilient community that supports individuals through the challenges of bereavement.

Policy Review Date: September 2027