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 Rainbows End Pre-School

 Timebridge Community Centre

 Mobbsbury Way

 Stevenage

 Herts

 SG2 0HT

**Bereavement Policy**

**Policy Statement**

Rainbows End Preschool understands the impact of bereavement on families and recognises the need for support during such difficult times. This policy aims to provide guidance and assistance to families and staff members affected by the loss of a loved one.

* Notification and Communication- Families are encouraged to inform the preschool of any bereavement affecting their child or family members. This can be done through email or telephone.
* Staff members are requested to inform the management in case they experience a bereavement in their family.
* Support and Flexibility - Families dealing with bereavement will receive understanding, compassion, and flexibility regarding attendance, fees, and scheduling.
* Staff members affected by bereavement will receive support, understanding, and flexible working arrangements, including time off if necessary, in accordance with the staff leave policy.
* Confidentiality and Respect- All information regarding a family or staff member’s bereavement will be handled confidentially and with the utmost respect. Only necessary staff members will be informed to provide appropriate support.
* Educational Support- Children experiencing bereavement will be supported in a sensitive and age-appropriate manner, with extra attention given to their emotional needs. Staff will be informed to provide necessary support within the pre-school setting.
* Resources and Referrals - Rainbows End Preschool will provide resources and information to families and staff seeking additional support or counselling services during the grieving process.
* Referrals to appropriate grief counsellors, or support groups will be offered upon request.
* Community and Involvement - The preschool may organise memorial activities or remembrance events with the consent and involvement of the affected families, to honour the memory of the deceased.

Review and Update- This policy will be periodically reviewed and updated to ensure its effectiveness and relevance in supporting families and staff through bereavement.

Rainbows End Preschool aims to create a supportive and compassionate environment for families and staff members dealing with bereavement. By adhering to this policy, we seek to offer comfort and understanding during these challenging times.

This policy was adopted by Clair Rivers-Ward