



All Saints Nursery School

Bereavement and Loss Policy

Date written: [November 2023](#)

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Bereavement and Loss Policy

All Saints Nursery School

The ethos of our Nursery setting is based on openness and mutual respect which provides a framework where experiences- good or bad- can be understood in a safe and familiar environment.

Unfortunately, bereavement and loss are an inevitable part of life and growing up. As a nursery setting we aim to provide a safe space for children to develop their own appropriate range of emotional, spiritual and intellectual responses to help them manage these experiences.

The Nursery SENCO, Claire Barker and manager Sallie Smith are the bereavement contacts and have access to collated resources in order to support the staff, children and parents. In the event of a death, the Nursery will act in a supporting, respectful manner, as well as in a planned and agreed way (stated below) so that all staff will know what is expected and can contribute in a way that is consistent with the policy adopted by the setting. The manager will coordinate the settings response and will be fundamental in liaising with the bereaved family.

If possible, all staff should be told together by the manager. The staff will be given an opportunity to discuss the situation with the manager- either 1:1 or as a group in order to prepare themselves for the supportive role they adopt and work through their own feelings. They will have ongoing opportunities for peer support in order to maintain their wellbeing. Staff will need to be consistent in their terminology to ensure a clear understanding of death.

AVOID TERMS: lost, passed away, poorly. Be aware of parents' views surrounding religion- heaven etc.

All parents/carers will be told in writing at the same time, as promptly as time will allow; this includes absentees. Following this, the children in nursery will be told at a time previously notified to the parents.

The nursery has a range of strategies that it may use in the days/weeks following any significant loss. The manager will make the decisions about which to undertake, following from the discussions with the family involved and will consider cultural/religious beliefs.

The manager and key worker of the family will take responsibility for recording details of the bereavement on the child's Record of Transfer and ensuring this information is passed onto the next setting with parental permission.

As a nursery we will acknowledge the role we play in supporting children with bereavement and loss and will work alongside parents/carers in the process. The nursery will provide ongoing support and ensure that the anniversary of the death is remembered.