

DURHAM UNIVERSITY DAY NURSERY

BEREAVEMENT POLICY

1. Policy Statement / Purpose

- 1.1 Nursery children and their families may experience grief and loss of close family members or friends whilst with us in the nursery. We understand that this is not only a difficult time for families but it may also be a confusing time for young children, especially if they have little or no understanding of why their parents/carers are upset and why this person is no longer around.

A way to describe the way young children are affected directly or indirectly, is a stone dropped into water that causes ripples. The young children directly affected is represented by the middle of the ripple, whereas others not impacted as directly are further to the outside of the ripple.

The way young children grieve may depend on factors such as

- Age of the child, ability and understanding
- Circumstances of the death
- People who are supporting the child after their loss.

- 1.2 We aim to support both the child and their family and will adapt the following procedure to suit their individual needs and wants.

2. Procedure

- 2.1 We ask that if there is a loss of a family member or close friend that the parents/carers inform the nursery as soon as they feel able to. This will enable us to support both the child and the family wherever we can and helps us to understand a potential change in behaviour of a child who may be grieving themselves
- 2.2 The key person/room lead and/or the manager/deputy will talk with the family to ascertain what support is needed, or wanted from the nursery whilst being mindful of diversity, background, race, religion and faith of the family. This may be an informal discussion or a meeting away from the child to help calm a potentially upsetting situation. The family to decide how they wish the nursery to keep in contact with them whether via, phone, zoom or Microsoft Teams.
- 2.3 The child may need extra support or one-to-one care during this difficult time, the nursery will adapt their staffing arrangements so they are fully supported by the most appropriate member of staff on duty, preferably the child's key worker.
Activities that can support a child to talk about their feelings after a loss can be provided with support of the family.
- 2.4 The nursery will be flexible wherever possible to adapt the sessions the child and family may need during this time
- 2.5 The death of family pets is also an area that children and their families may need support with. We will follow the above procedure wherever it is appropriate to support the child to understand their loss and support their emotions through this time.

- 2.6 Answering questions as honestly and simply as we can when a child asks questions. We will carefully think about the language we use. It's ok to be upset. We will provide reassurance.

3. Pre-Bereavement

- 3.1 We will support families and children if a family member is seriously ill by having good contact with the family.
- 3.2 We will discuss how they wish to share information with the child and staff.
- 3.3 We will be open and honest when answering questions asked by a child.

4. Further Information:

www.childbereavementuk.org/early-years
www.winstonswish.org

5. Version Control / Revision History:

Current Status Version: Final
Approval date: December 2024

Version	Date	Changes	Changed by
Draft Version 2.0	9 August 2018	Draft version	Janice Grinter
Draft version 2.1	9 August 2018	Move to GES format	Janice Grinter, Nursery Administrator
Final version	31 August 2018	Approved	Kim Roberts, Nursery Manager
Reviewed	5 th Dec 19	No Changes	Adele Warner, Deputy Manager
Final Version	5 th Dec 19	Approved	Kim Roberts, Nursery Manager
Reviewed	4 th Feb 21	No Changes	Adele Warner, Deputy Manager
Final V 4.0	4 th Feb 21	Approved	Kim Roberts, Nursery Manager
Reviewed	9 th Feb 21	Updated and Approved	Kim Roberts, Nursery Manager
Reviewed	Feb 2022	Updated sections 1.1, 2.1. Inserted section 2.6 and section 3.0 and 4.0.	Amy Collingwood, Adele Warner, Deputy Manager, Kim Roberts, Nursery Manager
Final Version 5.0	March 2022	Approved	Kim Roberts, Nursery Manager
Reviewed	2 nd March 2023	No Changes	Kim Roberts, Nursery Manager
Final Version 6.0	12 th December 2024	Approved	Adele Warner, Deputy Manager
Reviewed	12 th December 2024	No Changes	Kim Roberts, Nursery Manager

Final Version 7.0		Approved	Kim Roberts, Nursery Manager
----------------------	--	----------	---------------------------------