



Cherry Tree Hill Primary School

Bereavement Policy

Date will be processed in line with the requirements and protections set out in the General Data Protection Regulation

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Statement of intent

At Cherry Tree Hill Primary School, we understand that bereavement is faced by members of our school community at different times, whether this is the death of a family member, a friend or a member of the school community. We understand the importance of providing support to pupils, staff, governors and the wider school community during and after bereavement.

This policy provides a framework whereby this support is provided and outlines how the school will respond to these sensitive situations.

Please note: In this policy, all mentions of 'the family' refer to the family of the deceased individual. The wishes of the family will always be considered when carrying out any of the actions outlined in this policy. If the family objects to any of the procedures, the school will work to ensure reasonable adjustments are made.

Safeguarding Statement

At Cherry Tree Hill Primary School, we are committed to ensuring the safety and well-being of all our pupils. We believe that every child has the right to learn and thrive in a safe and secure environment. Our school policies and procedures are designed to promote the welfare of our pupils and protect them from harm.

We follow the statutory guidance outlined in Keeping Children Safe in Education (KCSiE) 2023, as well as any other relevant legislation and local safeguarding arrangements. Our staff receive regular training on safeguarding practises and are aware of their responsibilities in identifying and reporting any concerns.

Our school has designated safeguarding leads who are responsible for coordinating safeguarding efforts, providing support and advice to staff, and liaising with external agencies when necessary. They are the first point of contact for any safeguarding concerns.

We have robust procedures in place for handling safeguarding concerns or allegations made about staff, including supply teachers, volunteers, and contractors. All allegations are taken seriously and thoroughly investigated in accordance with our safeguarding policies and procedures.

We promote a culture of openness and encourage pupils and parents to speak up if they have any concerns about their safety or the well-being of others. We have clear reporting systems in place to ensure that all concerns are addressed promptly and appropriately.

Our safeguarding policies and procedures are regularly reviewed and updated to reflect changes in legislation and emerging safeguarding issues. They are easily accessible to all staff, pupils, parents, and carers, and are available on our school website.

We work under the guidance of Derby and Derbyshire Safeguarding Children Partnership and liaises closely with a range of specialist and locality services to ensure the best and safest outcomes for our families.

We work in partnership with parents, carers, and external agencies to create a safe and supportive learning environment for all our pupils. Together, we strive to protect our pupils and families from harm and provide them with the best possible opportunities to succeed.

If you have any safeguarding concerns or questions, please do not hesitate to contact our designated safeguarding leads or any member of our staff. Together, we can ensure the well-being and safety of all our pupils.

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Children Act 1989
- Employment Rights Act 1996
- Equality Act 2010
- Parental Bereavement (Leave and Pay) Act 2018
- The Parental Bereavement Leave Regulations 2020

This policy has been created with due regard to the following guidance:

- DfE (2023) 'Keeping children safe in education 2023'
- Department for Business, Energy and Industrial Strategy (2018) 'Good Work Plan'
- DfE (2018) 'Mental health and behaviour in schools'
- Winston's Wish (2019) 'A Guide to Supporting Grieving Children and Young People in Education'
- Winston's Wish (2019) 'A Strategy for Schools: Positive Responses to Death'
- Samaritans (2021) 'Help When We Needed it Most'
- Child Bereavement UK (2018) 'Schools' Information Pack'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Social, Emotional and Mental Health (SEMH) Policy
- Behaviour Policy
- Anti-bullying Policy
- Disciplinary Policy and Procedure
- Maternity, Paternity, Adoption Paternal and Parental Bereavement Leave Policy
- Media Relations Policy
- Social Media Policy

1. Roles and responsibilities

The governing board will be responsible for:

- Overseeing the implementation of this policy.
- Reviewing this policy with the headteacher on an annual basis to ensure its effectiveness.

The headteacher will be responsible for:

- The overall implementation of this policy.
- Liaising with external agencies, as appropriate.
- Informing governors and staff when a death occurs and arranging for children to be informed, as appropriate and with approval from the family.
- Being the first point of contact for staff, children and parents directly involved in a death, or designating this role to another appropriate member of staff.
- Responding to any enquiries from the media or the wider school community, or appointing a member of staff to undertake these duties.
- Ensuring staff have the necessary training to support bereaved children and to deliver sensitive news.

Pastoral staff will be responsible for:

- Undertaking bereavement support training and conducting in-school training to share their knowledge with other staff.
- Supporting the headteacher in carrying out the procedures outlined in this policy.
- Supporting staff, children and parents following a death, as directed by the headteacher.
- Supporting other staff members with communicating the news of a death.
- Making referrals for children, staff and other members of the school community to receive support.

The media spokesperson will be responsible for:

- Liaising with the media as required.
- Monitoring media and social media activity regarding the death.
- Respecting the family's wishes in relation to what information can be provided to the media.

All staff members will be responsible for:

- Undertaking any bereavement support training arranged by the headteacher or pastoral staff.
- Seeking support from pastoral staff as appropriate.
- Supporting their colleagues and children following a death, as appropriate.

2. The initial response

If the family or member of staff contacts the school to inform them of a death, the member of staff that answers the phone will transfer the call to the headteacher or the most senior member of staff available.

If the school is made aware of the death through a source other than the family, the SLT member will contact the family either by phone or through a home visit.

The SLT member will gather factual information about what has happened and establish the family's wishes with regards to what information will be communicated to the school community and how.

If a death affects the entire school, e.g. the death of a pupil or member of staff, the headteacher will inform the family that staff and children will be informed as soon as possible.

If the death affects an individual member of staff, e.g. the death of a relative, the headteacher will ask the member of staff if they would like this to be communicated to any of their colleagues. If it is decided that the death will be communicated, the headteacher will discuss with the staff member what information will be communicated and how they would like it to be delivered.

If a death affects an individual pupil, e.g. the death of a parent, the SLT member will ask the family if they would like this to be communicated to the school community. If it is decided that the death will be communicated, the headteacher will discuss with the family, and the pupil if possible, what information will be communicated and how the family would like it to be delivered.

If the death of a pupil's family member occurs while the pupil is at school, a member of the pupil's family will be asked to come to the school to inform the pupil of what has happened and to take them home. If this is not possible, arrangements will be made for a member of staff to take the pupil home.

The SLT will make contact with any other agencies as required, e.g. the police, and will decide if any temporary variation needs to be made to the school timetable, e.g. rearranging or cancelling certain lessons.

In the event of the death of the headteacher, the deputy headteacher will be responsible for the duties outlined above.

3. Informing staff and governors

Staff and governors will be informed of the death before children. All staff and governors will be invited to a meeting by the headteacher as soon as practicable. Absent staff and governors, including part-time and peripatetic staff, will be identified so they can be informed as soon as possible. If it is not possible for absent staff to be told in person, a phone call will be arranged.

Any information provided to staff and governors during the meeting will have prior approval from the family.

During the meeting, the headteacher, with the support of pastoral staff, will:

- Explain what happened leading up to the death.
- Give a factual explanation of how the death occurred.
- Allow time for staff and governors to discuss what has happened and how they feel.
- Designate a member of staff as media spokesperson who will be responsible for liaising with the media as required.
- Identify what internal and external support is available to staff and governors.
- Discuss the arrangements for informing children, including whether all children will be told and who will be responsible for informing them.

Staff members that will be responsible for informing children about the death will be provided with a script which sets out what children should be told and includes information on how to answer some difficult questions. The headteacher and relevant pastoral staff will create the script, with input from the family.

4. Informing children

The headteacher will have a discussion with the family about whether all children need to be informed about the death. If the death affects the whole school, e.g. the death of a staff member or pupil, the headteacher will strongly recommend to the family that all children should be informed; however, if the death does not affect the whole school, it may be more appropriate to just inform certain groups of children. The headteacher will make the final decision regarding which children will be informed.

Where possible, children will be informed about the death in small groups at the same time by a member of staff that is familiar to them, e.g. during form time.

Children with specific needs that may influence their response to being informed about the death will be identified and told separately. These needs include the following:

- Children that had a long-term and/or close relationship with the individual who has died
- Children with a history of loss
- Children with SEND
- Children who have difficulty managing their emotions or behaviour

Staff responsible for informing children will use the script provided to them. To ensure all children are told about the death in an age-appropriate way, a number of scripts may be created and distributed to staff with clear instructions of which script to use for which year group.

Where possible, a member of pastoral staff will be present when children are told about a death so they can help with answering any questions. Children will be given time to ask questions about what has happened and to talk about how they are feeling. Any questions that are asked by children will be answered factually. Children will be told who they can go to in school for support and will also be directed to any external support.

Informing children in a large group

If it is not possible to inform children about a death in small groups, the headteacher, in communication with the family, will decide if it would be appropriate to inform children in a large group, e.g. during an assembly.

Where an individual pupil has been bereaved, they will be asked if they want to attend the assembly and, if they do not want to be involved, appropriate support will be arranged for the pupil during and after the assembly. The headteacher will tell the family and, where relevant, the bereaved pupil exactly what they will say and to whom.

The headteacher, with support from relevant pastoral staff, will deliver the information to children. After children have been informed, they will go to their class and be given time to express any thoughts or feelings about what they have been told.

5. Informing parents

A member of SLT will have a discussion with the family about whether any parents need to be informed about the death. If the death affects the whole school, e.g. the death of a staff member or pupil, the staff member may recommend to the family that all parents should be informed; however, if the death does not affect the whole school, it may be more appropriate to just inform parents that are directly affected, if any.

If necessary, a nominated member of staff will compose a letter to parents about the death. The letter will contain the basic, factual information about the death, information about how the school is supporting children, how they can support their children, and who to direct questions or concerns to.

6. Funerals

If appropriate, the SLT member will discuss with the family whether any staff, governors or children are able to attend the funeral. With the family's approval, the headteacher will arrange for the school to be represented at the funeral and identify which staff and children may want to attend.

The headteacher and chair of governors will decide if it is necessary for the school to be fully or partially closed during the funeral. Transportation to and from the funeral will be arranged for staff and children, as appropriate. Necessary cover arrangements will be made for staff attending the funeral.

7. The media and social media

Any communication with the media or social media activity will be agreed with the family. The school will follow the Media Relations Policy and Social Media Policy at all times. Only the appointed media spokesperson will deal with media enquiries and communications. Staff, governors and children will not respond to any media enquiries themselves or make any public statements about the death.

Staff, governors and children will not post any information about the death on social media. The media spokesperson will investigate any post made regarding the death and will refer any concerns to the headteacher. If information about the death is circulated on social media prior to the school making an official statement, the headteacher and media spokesperson will release a statement on the school's social media channels, with the agreement of the family, to prevent rumours from spreading.

Comments and other activity on school-posted social media statements will be monitored and moderated by the media spokesperson. If staff, governors or children find any false, negative or malicious information being posted about the death on social media, they will report this to the headteacher.

If a member of staff is found to have been posting content on social media or providing information to the media that is false, negative or malicious, action will be taken in line with the Disciplinary Policy and Procedure. If a pupil is found to have been posting content on social media or providing information to the media that is false, negative or malicious, action will be taken in line with the Behaviour Policy.

8. Support for the family

The headteacher will be the main point of contact between the school and the family, or will appoint another member of staff to this role where necessary. The headteacher will invite the family into the school to discuss how the school can best support them. The family's wishes and feelings will always be considered and respected when making decisions and conducting activities relating to the death.

Any support that is put in place will be decided on a case-by-case basis, depending on the family's needs and wishes. Support may include, but is not limited to, the following:

- Sending a letter of condolence
- Giving the family the opportunity to collect any personal belongings of the person who has died
- Inviting the family to commemorative events held by the school

9. Support for staff

Staff directly affected by the death, e.g. if they are a relative or close friend of the individual that has died, will be identified and the appropriate support will be put in place. The level of support will be decided on a case-by-case basis by the headteacher, and may include the following:

- Ensuring the staff member is supported by their colleagues
- Arranging for lessons or other duties to be covered
- Organising bereavement leave

Staff members will be eligible for statutory parental bereavement pay and Leave (SPBP) if they meet the government's eligibility criteria in its ['Statutory Parental Bereavement Pay and](#)

[Leave](#)' guidance. The government's [tables](#) showing relevant weeks and start dates for SPBP will be used to check staff members' entitlement to SPBP, and when it should be paid.

Full details regarding bereavement leave and statutory parental bereavement pay and Leave (SPBP) can be found in the school's Maternity, Paternity, Adoption and Parental Leave Policy. Any member of staff who loses a child after 24 weeks of pregnancy, or during maternity leave, will not lose their entitlement to maternity leave and pay.

All staff members will be offered the opportunity to speak to a member of the pastoral team one-to-one. Staff members will be given information about the internal and external support they can access.

A designated room will be made available to staff where they can go during break and lunchtimes to meet with other staff and share their thoughts and feelings. Staff will be vigilant to the signs that indicate their colleagues have been affected by bereavement and will offer them support or make a referral to a member of pastoral staff.

10. Support for children

Children that have experienced a significant bereavement, e.g. of a family member

A member of staff that is familiar with the pupil will be appointed to act as their main point of contact – the pupil will be made aware of who the staff member is. The headteacher will contact the pupil's family to discuss whether the pupil will be attending school. Any support put in place for a pupil will be pupil-led, based on their needs and wishes.

When deciding what support will be put in place for a pupil, the impact the death will have on the pupil will always be considered in the context of pre-existing factors. The following contextual factors will be considered:

- The circumstances surrounding the death, e.g. was it under traumatic circumstances, was the death expected, or did multiple people die?
- The relationship between the pupil and the person who has died
- The ability of the pupil's family to support them following the death, e.g. if a pupil's parent has died, how able is the surviving parent to support the pupil?
- Family factors such as size, financial state, structure, style of coping, communication and stressors that affect the child
- The support the pupil has from their peers and other organisations and people
- Characteristics of the pupil, including their age and any SEND they have

The pupil will be a part of discussions regarding who should be informed about the death and how, where appropriate.

If a pupil chooses to attend school immediately after a bereavement, they will be allowed a flexible timetable and staff members will be made aware that the pupil may not be able to work to their usual capacity. The designated staff member will keep in communication with the pupil's family to inform them about how the pupil is doing. If the pupil is absent from

school following the bereavement, they will be made aware of who has been informed about what has happened and what they were told.

The designated staff member will make regular contact with the pupil during their absence. The headteacher, designated staff member, pupil and the pupil's family will make arrangements for the pupil's return to school, e.g. a phased return.

If a death occurs soon before or during a time where the pupil will take an exam, the headteacher will report the circumstances to the exam board who will decide if special considerations apply. If a pupil misses an exam due to the death of a close family member or friend, the headteacher will report this to the appropriate exam board who will then make a decision as to whether special considerations can be applied.

Any safeguarding concerns regarding a bereaved pupil will be dealt with in line with the Child Protection and Safeguarding Policy.

Support for all children

All children, even those not directly affected by the death, will need to be supported following a death, particularly if the death affects the whole school community, e.g. the death of a staff member. Children will be given the opportunity to speak to a member of pastoral staff. Staff will talk to children about what has happened using age-appropriate and developmental stage appropriate language.

Following a death in the school community, children will be invited to take part in remembrance activities, e.g. remembrance assemblies.

Staff will identify any children that may need more direct support and make a referral to the headteacher who will assess what support might be required in collaboration with pastoral staff.

11. Behaviour and SEMH issues

Staff will remain vigilant to the following behaviours that a pupil may display immediately after the death of someone close to them:

- Inability to concentrate
- Lack of motivation
- Tiredness and irritability
- Heightened sensitivity to comments and remarks
- Inability to take others' feelings into account
- Anger, frustration or aggression
- A general change in behaviour, e.g. becoming unnaturally quiet or withdrawn
- Anxiety
- Being easily upset by events that would normally not affect them
- Physical complaints, such as headaches, stomach aches and a general tendency to be prone to minor illness

The pupil's designated staff member will keep in contact with the pupil's family and share information about how the pupil is behaving at school and home. Any challenging behaviour displayed by bereaved children will be addressed using the individual graduated response outlined in the Behaviour Policy.

A record will be made of anniversaries and days with regards to the death which may act as a trigger for challenging behaviour.

Any incidents of bullying, where a bereaved pupil is the victim or perpetrator, will be addressed in line with the Anti-bullying Policy, taking into account the pupil's needs and circumstances.

The headteacher will ensure that all staff members are aware of the lasting impact that bereavement can have on a pupil's mental health, behaviour and education.

All staff members will remain vigilant to signs that a bereaved pupil is facing difficulties in relation to their psychological, physical and social development and will refer the pupil to pastoral staff who will put appropriate support in place. The school's Social, Emotional and Mental Health (SEMH) Policy will be followed to ensure children that may be vulnerable to developing or experiencing SEMH issues following a bereavement can be identified and appropriately supported.

12. Specific circumstances

The procedures outlined in this policy will be followed for all deaths affecting the school community and individual children; however, specific measures will be implemented for certain circumstances.

Pre-bereavement – when a family member is not expected to live

If a pupil has an illness where they are not expected to live, their family will make the school aware of the situation and the school will ensure the appropriate support is in place. A member of pastoral staff will meet with the pupil fortnightly as a minimum, to provide the pupil with an opportunity to talk about what is happening and how they are feeling.

All staff will remain vigilant to signs that the pupil is facing challenges in relation to their psychological, physical and social development and will refer any concerns to pastoral staff who will ensure appropriate support is put in place.

Children with a life-threatening illness

Children with life-threatening illnesses will be encouraged to take part in school routines as much as possible, and the school will continue to expect the usual standards of behaviour as appropriate.

The headteacher, the pupil and their family, and other relevant staff members (e.g. a member of pastoral staff) will decide how to share the news that a pupil is terminally ill with the school community. Other children will be informed about how they can best support the pupil in the most appropriate way.

If the pupil is receiving treatment from a local hospice or hospital, the key professional responsible for the pupil will be identified and the headteacher will contact this person for advice and support as necessary.

Suicide

The school will respond to a suspected suicide within 48 hours. The headteacher, or other appointed member of staff, will contact the police or the family as soon as possible to confirm the death and whether it is being treated as a suicide.

If the family does not wish the cause of death to be disclosed to the school community, the school will state that the nature and cause of death are still being determined and that additional information will be forthcoming. If the death is subject to an ongoing investigation, the headteacher will check with the police before speaking about the death with children who may need to be interviewed by the police.

Staff will be told about the death first, in line with the Informing staff and governors section of this policy. The script that staff will use to inform children of the death will be factual while avoiding excessive detail about the suicidal act itself.

Immediate emotional support will be arranged for any children and staff who require it. The pastoral room will be set up where children and staff can go to if they are struggling with the news.

Liaison with the media will be handled in line with [The media and social media](#) section of this policy. Any information distributed to the school community and media regarding the death will:

- Be factually correct but not include detail of the cause of death or method used.
- Not romanticise, glorify or vilify the death.
- Not include details of any suicide note.
- Not include speculation over the motivation for suicide.

Research indicates that children that have been directly affected by suicide are at an increased risk of taking their own life. Staff will report any concerns about children to the headteacher and the appropriate support will be put in place or a referral to specialist services will be made in line with the Social, Emotional and Mental Health (SEMH) Policy.

Cultural and religious behaviours

The school will keep in mind the cultural attitudes and behaviours relating to a death and will make sure these needs are taken into consideration when putting support in place for those affected, including the length of bereavement leave for members of staff.

Forces' families

The needs and feelings of bereaved forces' children will always be considered prior to any school activities relating to the armed forces, e.g. commemorating Armed Forces Day, and additional support will be put in place for children as required.

Appropriate support will be implemented for bereaved forces' children, particularly during times of change. Bereaved forces' children will be protected from any unwanted media attention and there will be a designated area in school that the pupil can go to if they are feeling overwhelmed.

A death involving murder or manslaughter

The headteacher will contact the police or the family to establish the facts about what has happened. A designated staff member will be available to talk to the pupil to help them to answer any questions they may get from their peers about what has happened.

Research indicates that children that have been bereaved due to murder or manslaughter can be at significant risk of developing PTSD. Any concerns relating to the pupil will be addressed in line with the Social, Emotional and Mental Health (SEMH) Policy. Media personnel will not be permitted onto the school site at any time.

13. Remembrance activities

Following a death in the school community, the school may conduct some remembrance activities, e.g. a remembrance assembly. The family will always be consulted prior to any remembrance activities being planned and will be invited to take part in the activities.

All members of the school community, including staff, governors, children and parents, will be invited to take part in remembrance activities. All remembrance activities will be planned so that they are respectful of the culture and religious beliefs of the family.

Children and staff will be warned about the risks of unmoderated online memorials (e.g. those on social media), such as their comments becoming public without their permission and online memorials attracting negative comments.

14. Managing transitions

Information about children that have been bereaved will be recorded. This information will be shared with relevant parties at key transition points, including the following:

- If the pupil moves school
- If the pupil moves class
- When the pupil will be taught by a new teacher

15. Teaching about bereavement and grief

Different aspects of the curriculum will be used to discuss relationships, feelings and emotions, and to think about how to manage these in relation to family events and death. Before delivering any lessons that cover topics of death and bereavement, the teacher will consider how the lesson may affect the bereaved children they are teaching.

Bereaved children and their families will be consulted over whether it is appropriate for them to attend lessons about death or bereavement, and alternative arrangements or additional

support will be put in place as required. Where appropriate, the teacher will discuss what the lesson is going to cover with the pupil and will work with the pupil to design activities that the pupil feels they are able to get involved with.

Any lessons covering topics of death or bereavement will take account of religious and cultural beliefs.

16. Staff training

All pastoral staff will receive training in bereavement support. Pastoral staff will organise whole-school training sessions to share their knowledge with all staff members, including support staff, annually.

If any members of staff are not confident in delivering some level of bereavement support to children or other staff members, or in implementing this policy, they will speak to the headteacher who will arrange for the staff member to undergo the appropriate training.

The headteacher will check if the staff that work for third party providers that deliver extra-curricular activities for children have received bereavement training and will recommend them to do so if this training has not been undertaken.

17. Monitoring and review

This policy will be reviewed on an annual basis by the governing board and headteacher.

Any changes to this policy will be communicated to all staff members and all relevant stakeholders.

The next scheduled review date for this policy is Spring 2025.

Appendices:

Guidance to communicate a death in the community.

In this guide, we explain how schools can communicate sensitively and effectively with staff, pupils and the wider community following a death in the community. We have provided example text in aquamarine-filled boxes to help schools with their communications. Read on for more detail.

Initial Response

Schools should have pre-arranged procedures in place to guide its response to a bereavement, be that of a staff member, a pupil or a pupil's parent. These can be outlined in a Bereavement Policy. It is important to respect the bereaved family's wishes regarding what information is communicated, and how. General principles to follow include:

- Informing staff at work the person has died in a sensitive, calm and personal manner.
- Respecting the family's wishes regarding what information is shared and any religious or cultural practices.
- Offering support to staff and pupils affected by the death.
- Letting staff know that the school has been in touch with the person's family to offer condolences and support.
- Informing staff of how they can express their condolences, in line with the family's wishes.
- Providing details of the funeral or any ceremonies if members of the school community are invited.

The school should relay or confirm the news of the person's passing face to face wherever possible. For staff, this could be through a morning briefing, before an assembly is held to inform the whole school.

ACAS says: "Communicating in a calm, empathetic way can help employees feel supported, and help ease their anxiety about work."

Example text is provided below to help send a follow-up communication to staff members to restate the school's condolences and remind employees of the support available, both internally and externally. (Appendix 1)

Informing parents and the wider community

It is important that, before any communication is shared with parents and the wider school community, the school ensures it has the consent and approval of the person's family. This includes whether it is appropriate to share circumstances of the death, for instance if it was following an illness or suicide. The circumstances of the death should also influence the communications where consent is given, such as signposting to relevant support services and charities. The school should also ask if there is anything the person's family would like to add, such as a tribute or brief statement, and include this if appropriate.

The school's communication should be empathetic and make it clear that the school appreciates this will be highly upsetting for many in the school community. In order to reassure parents, the school should state that it will provide support to pupils who may be especially affected by the death. The school can outline what services it has in place, such as meetings with the school nurse and counselling. It may also be helpful to provide information on external organisations that can offer help.

The charity Child Bereavement UK says: "Children and young people grieve just as much as adults, but they show it in different ways. They learn how to grieve by copying the responses of the adults around them and rely on adults to provide them with the support they need in their grief."

Example text has been provided for a letter for parents following the death of a pupil, but much of the text will remain applicable for any death affecting the school community. Given the sensitive nature of the subject, it is important to check any communication for accuracy and that it respects the family's wishes prior to sending it.

It is important that, before any communication is shared with parents and the wider school community, the school ensures it has the consent and approval of the person's wider family members. This includes whether it is appropriate to share circumstances of the death, for instance if it was following an illness or suicide. The circumstances of the death should also influence the communications where consent is given, such as signposting to relevant support services and charities. The school should also ask if there is anything the person's family would like to add, such as a tribute or brief statement, and include this if appropriate.

The school's communication should be empathetic and make it clear that the school appreciates this will be highly upsetting for many in the school community. In order to reassure parents, the school should state that it will provide support to pupils who may be especially affected by the death. The school can outline what services it has in place, such as meetings with the school nurse and counselling. It may also be helpful to provide information on external organisations that can offer help.

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