

GRIEF MANAGEMENT

POLICY

Rationale:

Grief and bereavement are natural life experiences that we all endure. Both staff and students experience periods of grief and bereavement, and both need our support and understanding.

Aims:

To provide effective support to individuals experiencing grief or bereavement.

Implementation:

- Grief can occur as a result of a wide variety of negative experiences, though it is typically attributed to the death of a loved one.
- Grief does not follow a linear pattern. Rather it is more a roller coaster of highs and lows until the person is able to integrate the experience into their life. The loss remains but the intensity diminishes until it is no longer disabling.
- The journey through grief is a highly individual experience, and various styles of grieving are to be respected and supported.
- All staff at our school will undertake professional development associated with grief management.
- Combinations of the following strategies may be employed when supporting staff members or students experiencing grief:
 1. Grieving people are welcome at our school.
 2. We will provide a supportive, safe and accepting environment.
 3. Grieving staff or students will be provided with flexible timetables and appropriate withdrawal spaces as appropriate.
 4. We will ensure that an appropriate support group of staff or friends is available to support and reassure the grieving person as required.
 5. External support agencies including psychological support or counsellors may be engaged at the consent of the grieving person.
 6. The school may offer practical support to the grieving person eg: child minding or cooking meals etc
 7. Any announcements to be made by the school will be made by the principal.
 8. The school will be appropriately represented at funerals or similar events, and we will consider the laying of plaques or the acknowledgment of anniversaries or significant dates etc on an individual basis.
 9. Staff and students will be informed as to arrangements, changes and progress as appropriate.
 10. Material associated with grief and loss will be available at the school library.

Evaluation:

This policy is to be reviewed as part of the schools three-year review cycle or as a need arises.

This policy was last ratified by School Council on....

February 2019