

Razzy's Daycare & Nursery



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Est. 2025

Bereavement Policy

Date of Issue: December 2025

Review Date: December 2026

Introduction

At Razzy's Daycare & Nursery, we recognise that children, families and staff may experience bereavement during their time with us. The death of a family member, close friend, or family pet can be distressing and confusing for young children, particularly when they may not yet understand the concept of death or why those around them are upset. We are committed to responding with sensitivity, compassion and respect and to supporting emotional wellbeing during times of loss.

Legal Framework

- Statutory Framework for the Early Years Foundation Stage (EYFS) 2025
- Children Act 1989 and 2004
- Equality Act 2010
- Parental Bereavement Leave and Pay Act 2018

Supporting Children and Families

When a family experiences bereavement, we ask that parents inform the nursery as soon as they feel able to do so. This enables staff to understand any changes in a child's behaviour or emotional needs and to provide appropriate support. The child's key person and/or the Nursery Manager will speak with the family to establish what support is needed and how the nursery can best respond. This discussion will be led sensitively and may take place away from the child where appropriate.

Children may require additional reassurance, emotional support, or one-to-one time following a bereavement. Where possible, staffing arrangements will be adapted so that the child is supported by a familiar and trusted member of staff, usually their key person.

We will remain flexible in relation to attendance, routines and session times, recognising that families may need adjustments during this period.

Communicating with Children

Staff will respond to children's questions and emotions honestly and sensitively, using age-appropriate language and following the guidance and wishes of the child's family. Activities such as stories, play, drawing and discussion may be used to help children express their feelings in a safe and supportive way. Children are never forced to talk about their loss and their individual responses are respected.

The same principles apply when a child experiences the death of a family pet, recognising that this may be a child's first experience of loss and can be deeply upsetting.

Supporting Staff and the Nursery Community

We recognise that there may be rare occasions when a bereavement affects the nursery community directly, such as the death of a child, family member, or member of staff. In such circumstances, the Nursery Manager will ensure that appropriate support is offered to staff, children and families and that communication is handled with care and sensitivity. Where appropriate, staff or families may be signposted to external bereavement support services for additional guidance or counselling.

Staff Bereavement and Parental Bereavement Leave

Where an employee experiences the death of a child under the age of 18 or a stillbirth after 24 weeks of pregnancy, they may be entitled to Parental Bereavement Leave and Pay in line with the Parental Bereavement Leave and Pay Act 2018, subject to eligibility criteria. Razzy's Daycare & Nursery is committed to supporting affected staff members, including offering reasonable adjustments on return to work and providing ongoing support as required.

All information relating to bereavement is treated sensitively and confidentially. This policy is reviewed annually or sooner if legislation or guidance changes.