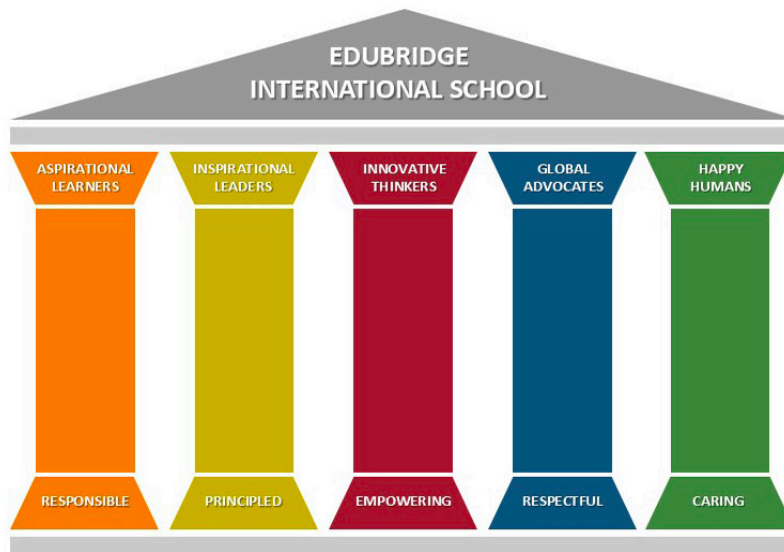




EIS Bereavement Policy 2023-24



GUIDING STATEMENTS

Our Guiding Statements are central to everything we do. That is to say, we use them as a compass to inform our aspirations, actions and decisions.

EIS Vision

*Aspirational Learners
Inspirational Leaders
Innovative Thinkers
Global Advocates
Happy Humans*

EIS Mission

*Providing well-being
and high-quality learning
in pursuit of varied success
and a better world for all*

EIS Core Values

*Empowering
Caring
Principled
Respectful
Responsible*



Purpose:

Edubridge International School (EIS) is committed to promoting the health, safety and well-being of all members of the school community. Many of our staff and students are likely to encounter the death of a relative or family friend during their time in school. We recognize that the loss of a loved one is a difficult and painful experience that can have a significant impact on students, families, and the wider school community. We must support our students and staff in their grief and provide them with the necessary resources to cope with their loss. This policy outlines the school's approach to managing grief and provides guidelines for staff and students to follow in the event of a loss.

Philosophy:

The school's approach to managing grief is based on the following principles:

Compassion and empathy: We believe in showing compassion and empathy towards those who have experienced a loss. We will provide a supportive and caring environment that allows students and staff to express their feelings and emotions.

Respect and sensitivity: We recognize that different cultures and religions have different beliefs and practices when it comes to grief and mourning. We will respect these beliefs and practices and ensure that our support is sensitive to the individual's cultural and religious background.

Confidentiality: We understand that grief is a personal and private experience. We will maintain confidentiality and respect the privacy of those who have experienced a loss.

Collaboration: We believe that managing grief is a collective effort that involves the entire school community. We will work collaboratively with students, families, and outside resources to provide support and resources to those in need.

Guidelines:

To support our students, staff and community in their grief management, the school will take the following specific steps:

Notification

In the event of a **death in the school community**, the school will notify staff, students, and families as soon as possible. The notification will be made sensitively.

- The Head will coordinate the school's response.

- The staff will be told by the Head; that absentees will be contacted, including those on maternity leave.
- Students will be informed by their homeroom teachers. Absentees will be noted so that they can be informed through email.
- Parents/carers will be informed by email as and when appropriate.

Support:

The school will provide support and resources to those who have experienced a loss. This may include counselling services, access to outside resources, and support groups.

- EIS has trained counsellors available on campus to provide immediate support to students and staff who have experienced a loss. These counsellors will provide one-on-one counselling, group counselling, and family counselling, as needed.
- The school may also arrange for outside resources, such as grief support groups, for those who need additional support beyond what is available on campus.

In the event of the **death of a parent/carer or sibling not at the School**, the school will acknowledge the loss to the family in writing, inform relevant staff and students as and when appropriate and offer support in consultation with the family.

Time off: The school will work with families to determine an appropriate amount of time off and provide support for the student's return to school.

Communication: The school will communicate regularly with families and students to provide updates and support during the grieving process. This includes providing resources for parents on how to support their children in their grief.

Peer support: The school will encourage peer support among students by establishing support groups for those who have experienced a loss. These groups will be led by trained counsellors and will provide a safe and supportive space for students to share their experiences and feelings.

In the event of the **death of a close relative of a member of staff**, the Head will:

- liaise closely with the member of staff concerned to establish an appropriate and sensitive means of communicating the loss.
- inform the staff committee
- provide support to staff through counselling and support services of the school.

In the event of death by suicide of a student or staff member, the school will:

1. Immediate Response (in case the occurrence is in school):

- Notify relevant authorities and emergency services.
- Secure the area and provide immediate support to those affected.

2. Communication:

- Communicate sensitively with students, staff, and parents, respecting the privacy of the deceased.
- Provide accurate information to avoid rumours and misinformation.

3. Counselling Services:

- Offer immediate access to counselling services for students and staff.
- Ensure there are trained professionals available to support those affected.

4. Memorial and Tribute:

- Organize a memorial or tribute to remember the deceased.
- Involve the school community in creating a supportive environment for grieving.

5. Educational Initiatives:

- Implement educational programs to raise awareness about mental health and suicide prevention.
- Foster an open dialogue about mental health within the school community.

6. Postvention Plan:

- Develop a postvention plan to guide the school through the aftermath of the incident.
- Include steps for ongoing support and monitoring of the well-being of the school community.

7. Collaboration with Experts:

- Seek guidance from mental health professionals and experts in suicide prevention.
- Collaborate with local organizations to enhance support and resources.

8. Training and Awareness:

- Provide training for staff on recognizing signs of distress and how to respond.
- Foster a culture of awareness and empathy regarding mental health issues.

9. Community Involvement:

- Engage the wider community in discussions about mental health.
- Collaborate with parents as resources to enhance support for students and staff.

10. Follow-Up Support:

- Offer long-term support for those affected, including continued counselling services.
- Monitor the well-being of the school community and address ongoing needs

Conclusion:

Grief is a natural and normal part of life, and it is our responsibility as a school to provide support and resources to those who have experienced a loss. We believe that our compassionate and collaborative approach to managing grief will help our students and staff cope with their loss and move forward healthily and positively.

Works Cited:

NIST INTERNATIONAL SCHOOL In Bangkok, Thailand, 2023,
<https://www.nist.ac.th/?s=child+safeguarding+policies+handbook>
Accessed 18 Apr 2023.

Schools - Cruse Bereavement Support "Schools - Cruse Bereavement Support". Cruse Bereavement Support, 2023,
<https://www.cruse.org.uk/organisations/schools/>
Accessed 18 Apr 2023.

Google Drive Help". Drive.Google.Com, 2023,
https://drive.google.com/drive/u/0/folders/1CxE8dzXQqZbxi3MSBXbUdKdln2EF_532
Accessed 18 Apr 2023.

Period of Review: October 2023 - February 2024

Name of the Reviewer	Role
Ms Sunita Agarwal	Well-being Coordinator
Ms Apeksha Trivady	Whole school Socio-Emotional Counsellor & DP Psychology & TOK Teacher
Ms Lajya Nayak	Whole school Socio-Emotional Counsellor & DP Psychology Teacher
Ms Aditi Khanna	Whole School Counsellor and Learning Support Teacher
Extended Leadership team	All Coordinators, Head of School
Members of the Board	Co-founder, Director

