



**Bereavement
Charter**
FOR SCOTLAND

Photo by J Lee on Unsplash

The Bereavement Charter for Children, Young People and Adults in Scotland

A Guide for Workplaces.

Bereavement

Many of us will experience difficulties following the death of someone we know. When that happens, it is important that we receive the support we need from the people around us.

The people we know in our neighbourhood, at work, at school or through other communities we are part of, can help by being understanding of the situation, and by offering simple support.

The Bereavement Charter for Scotland has been created to raise awareness of the ways we can all support people who are experiencing bereavement.

What is the Bereavement Charter for Scotland?

The **Bereavement Charter** describes a vision for how we can all work together to ensure adults, young people and children who are experiencing bereavement are supported.



There are also **Bereavement Charter Guidance Notes** that provide some more information about bereavement and the kind of support that people can find helpful.

Bereavement Charter Mark for Workplaces

A workplace can support the Bereavement Charter and demonstrate that it is proactively working to support bereaved employees by applying for the Bereavement Charter Mark for Workplaces.

Working towards the Bereavement Charter Mark is also a good way to create opportunities for people within your organisation or community to learn more about bereavement and to show understanding and provide support when someone is bereaved.

More information: <https://www.goodlifedeathgrief.org.uk/about-charter-mark-employers/>

The Bereavement Charter Mark for Workplaces

Displaying the Workplaces Bereavement Charter Mark on your website or building demonstrates that you are working to make your community a place where people who are bereaved feel supported by the people around them.

To display the mark, you first must have met at least **three** of the following criteria:

1. All staff are informed that their workplace is working towards the Bereavement Charter Mark and given an opportunity to watch the following short films about bereavement:

Bereavement Charter Animation: <https://vimeo.com/704575872>

Sue Ryder Grief Kind Classes

2. All Managers within the workplace have read the "Resources for Managers, Colleagues and Employers" section of the Scottish Bereavement Friendly Workplaces Toolkit.

3. Senior Management have considered how the organisational bereavement policy can be improved and made a plan of action to address identified areas for improvement.

(The ACAS Example Bereavement Policy provides a useful guide.



4. The workplace has set out ways that it will visibly promote more awareness of bereavement and bereavement support, for example through its website and social media channels.

5. The workplace has developed (or is in the process of developing) and displayed a local workplace bereavement charter. (See p.3-5)

Small steps to meaningful change

It can be difficult to introduce meaningful change quickly across large, complex organisations. For this reason, the charter mark is designed for small organisations, or teams or departments within larger organisations.

If your team or department has met the above criteria, you can apply for the charter mark, and receive a charter mark personalised for your team or department. Larger organisations may wish to work towards the charter mark on a department by department basis. Every three years the organisation should review its endorsement of the Charter Mark and its ability to meet the above criteria.

Developing a Bereavement Charter for your organisation



The Bereavement Charter for Scotland describes a vision for how we can all work together to ensure people who are experiencing bereavement are supported.

The Bereavement Charter for Scotland covers a lot of issues. You may find it helpful to highlight the key points that feel of relevance to your organisation.

If this seems helpful you can develop your own Local Bereavement Charter for your organisation.

Why develop a local Bereavement Charter?



Working with colleagues to create your own Local Bereavement Charter can help:

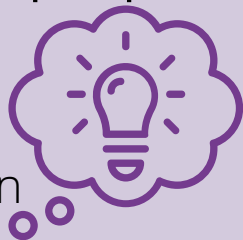
- to raise awareness of the ways that people can support each other through grief.
- to create a compassionate culture within your organisation, where bereavement is acknowledged and supported.
- staff and managers to know what they should do if they are bereaved or if they know someone who is bereaved.
- create expectations about how people within your organisation support each other through difficult times.

How do you develop a Local Bereavement Charter?

Bringing people from your organisation, department or team together to develop a Local Bereavement Charter can raise awareness of the impact of bereavement and help people understand how they can help. It will also help you to create a charter that has credibility and resonance within your organisation

Find out what people think

To get started, you could do an online survey, or bring people together in a focus group.



Make it your own

Choose issues that matter to the people you work with and use words that feel right in your context.



Feel free to take ideas and sentences from the sample charter on the next page.

Ask questions



You could ask staff questions like:

- if you've been bereaved, what support did you want from your manager, the organisation and colleagues?
- what support do you think our organisation can give to staff members who are bereaved?
- what are the good things about our organisational culture and what could be improved?

Example of a Local Bereavement Charter

Below is an example of the kind of issues you might wish to consider within your local charter.

Salamander Flooring Bereavement Charter

At Salamander Flooring we strive to be a bereavement-friendly employer. We endorse the Bereavement Charter for Scotland.

We will:

- Develop a Bereavement Policy that sets out how Salamander Flooring will support staff who are bereaved.
- Do our best to ensure Salamander Flooring employees have space and time to grieve.
- Offer every recently bereaved employee an informal meeting, where we will try to understand their needs and signpost them to appropriate help.
- Offer education in bereavement to all our managers and staff.

