

original copy
4/2/26



78. Staff Bereavement Policy

After 12 months of service at Sunshine Day Nursery all staff will be entitled to 1 week's full pay, based on an average of the previous 12 weeks worked if they suffer the bereavement of a child, spouse, partner or their own parent. This is in addition to the statutory parental bereavement leave (Act 2018)

Bupa Employee Assistance

All of our staff, their partners/spouses and any children living at home over the age of 16 have access to a 24 hour Bupa confidential helpline service for emotional and practical support:

Telephone 0800 269 616
Bupa.co.uk/eponline

Below are some agencies that may be able to offer further support and counselling if this occurs.

The Samaritans: www.samaritans.org 116 123


Priory: www.priorygroup.com 0800 691 1481

Child Bereavement UK: www.childbereavementuk.org 01494 568 900

Cruse Bereavement Care: www.crusebereavementcare.org.uk 0844 477 9400
helpline@cruse.org.uk

British Association of Counselling: www.bacp.co.uk

SANDS: www.sands.org.uk

This policy was adopted on	Signed on behalf of the nursery	Date for review
04/02/2026		04/02/2027