

CIPD Coronavirus webinar series

Offering compassionate bereavement support

01 February 2021

Welcome

Katie Jacobs, Senior Stakeholder Lead, CIPD

CIPD



Today's speakers

Katie Jacobs

Senior Stakeholder
Lead,
CIPD

Claire McCartney

Senior Policy
Adviser -
Resourcing and
Inclusion,
CIPD

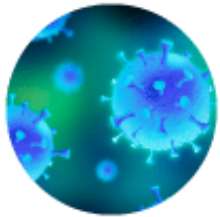
Kirsty Hunt

External Training
and Consultancy
Manager, Cruse
Bereavement Care

Lucy Herd

Bereavement Rights
Campaigner and
Certified Grief
Recovery Specialist

#StrongerWithCIPD



**Covid-19
resources**



**NEW Well-
being helpline**



**Employment
Law helpline**



**Communities
and branches**



***People
Management***



**Knowledge
and content**



Free learning



**Careers
support**



**Professional
credibility**



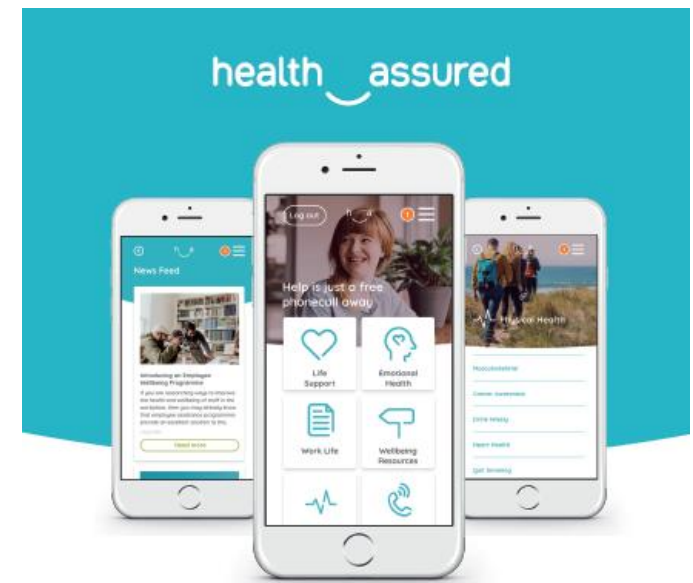
**Financial
support**

[**cipd.co.uk/memberbenefits**](https://cipd.co.uk/memberbenefits)



New Wellbeing Resources

- We've partnered with **Health Assured** to support members mental health and wellbeing
- Unlimited free 24/7 confidential telephone helpline, online portal & Health e-Hub app
- The resource provides:
 - Legal information
 - Debt and financial information
 - Manager consultancy and support
 - Information on work and home issues
 - Factsheets, advice, information and self-help tools
 - Links to specialist support organisations
 - A resources area with; programmes, videos, webinars, medical information and mini health checks.

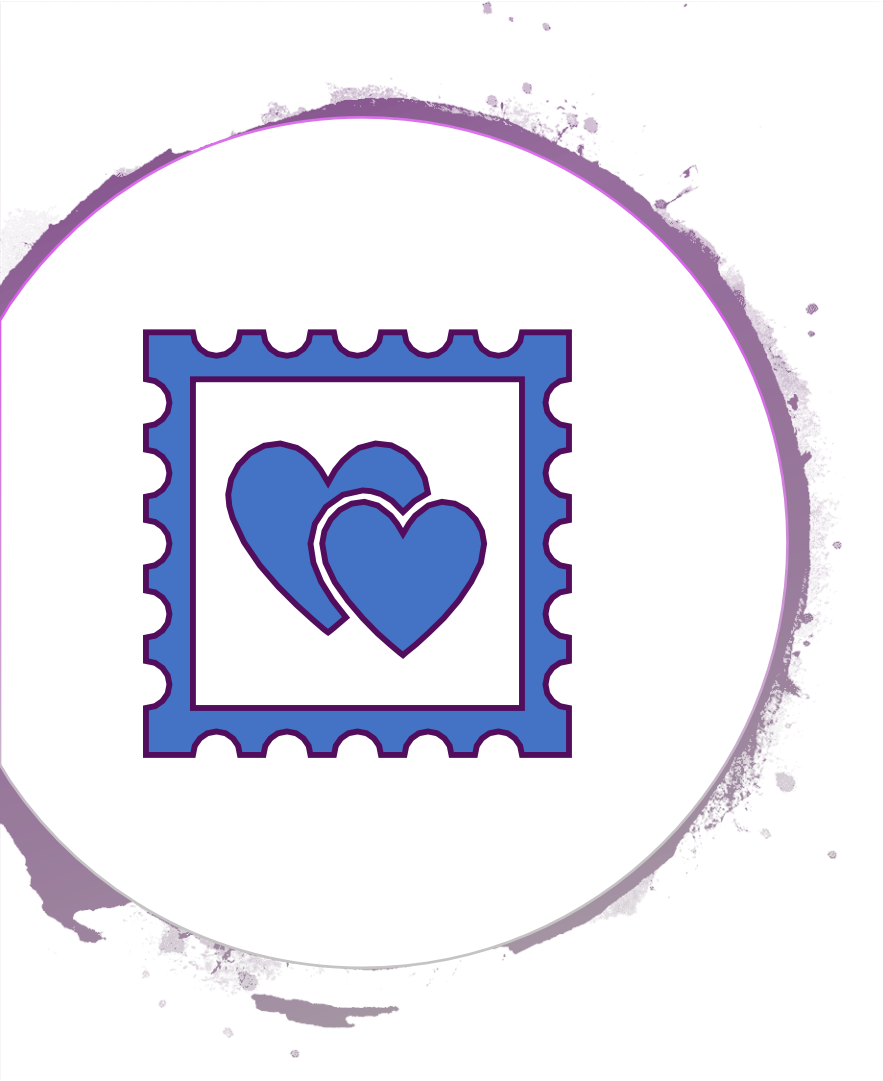


Health e-Hub from Health Assured
Support in the palm of your hand

[Download the Health e-Hub now](#)

Compassionate bereavement support in the workplace


Claire McCartney, Senior Policy Adviser – Resourcing and Inclusion, CIPD




It's not always easy to talk about death and bereavement.

Yet life and death is part of being human.

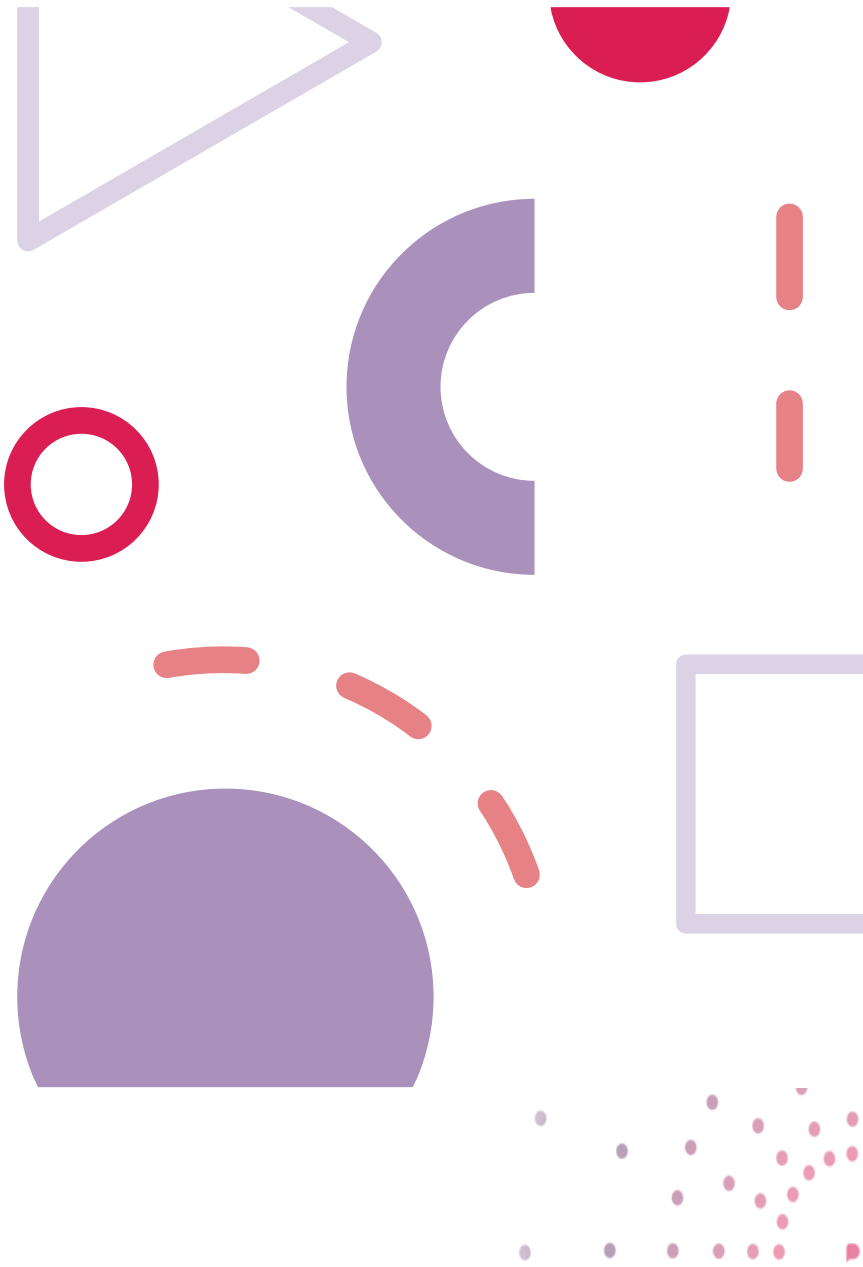


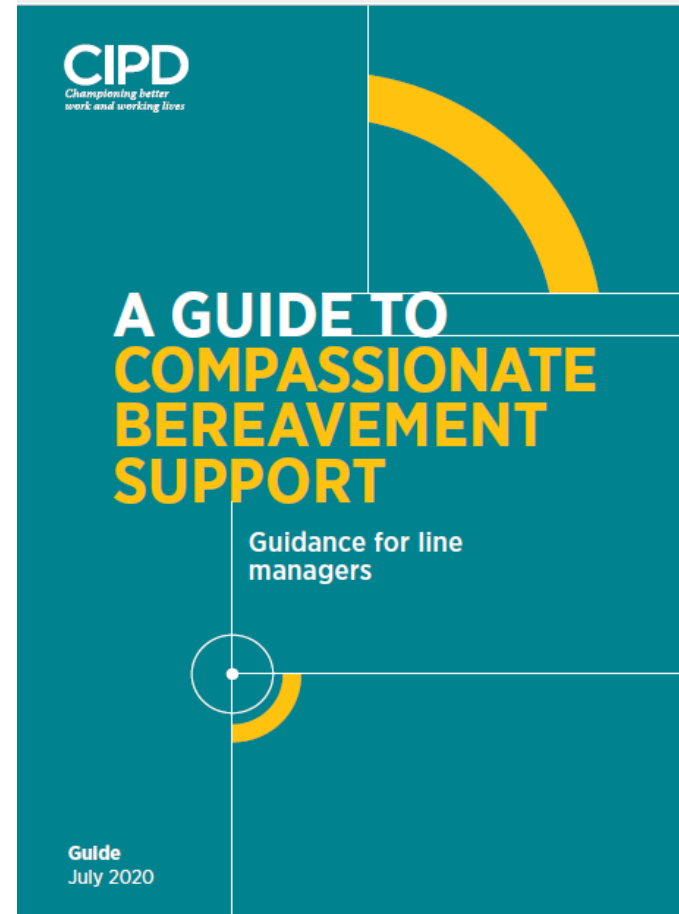
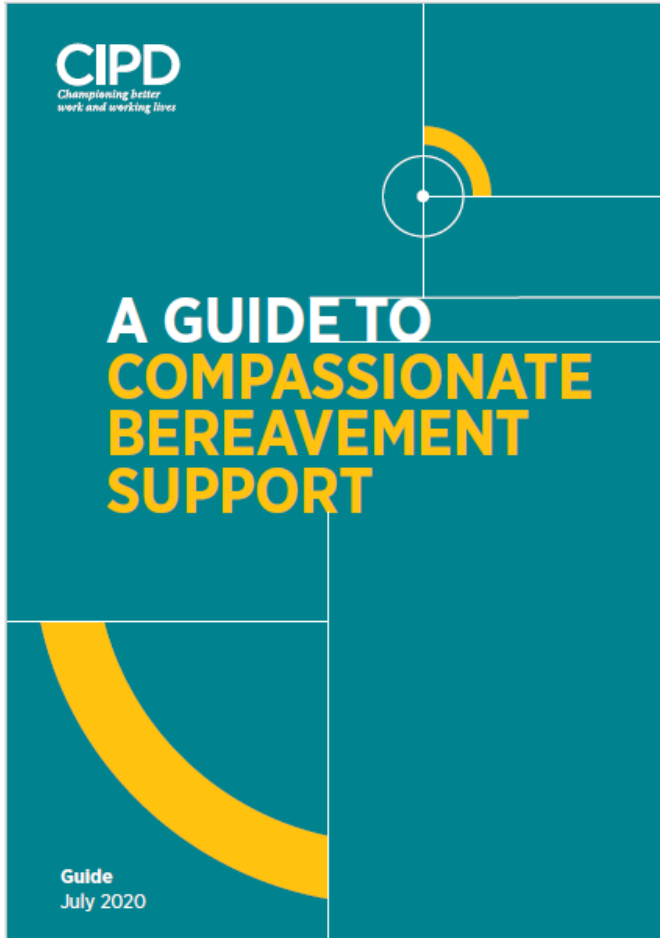


COVID-19 and bereaved employees

- Sadly in the UK, tens of thousands of people have died as a result of COVID-19.
 - Employees will have lost family members, partners and friends, even co-workers.
 - Much of this loss will be unexpected and shocking.
- 

We are calling on the government to introduce the right to bereavement leave and pay to *all* employees experiencing a close family bereavement.





cipd.co.uk/knowledge/culture/well-being/bereavement-support

Compassionate bereavement support



Develop a bereavement policy



Build supportive cultures



Acknowledge the bereavement



Discuss what they would like communicated



Flexibility is key



Signpost to supportive services, organisations
and charities

What to do when a member of staff dies



- Practical steps
- Offering support
- Honouring the person who has died
- Media interest
- Finalising an employee's affairs





National Day of
Reflection
23 March

Join Marie Curie for the National Day of Reflection on the 23rd of March 2021.

- On the first anniversary of UK lockdown, join Marie Curie to reflect, grieve and remember all those who've died during the pandemic.
- The National Day gives us an opportunity to come together as a nation to show support for everyone who's been bereaved and to celebrate the lives of all those who've died.
- The day has been backed by over 50 cross-party MPs, and a whole host of celebrities. Several business and organisations, including CIPD, have already signed up to take part.
- Events throughout the day include; online talks and conversations, featuring expert panels, storytellers and celebrities. There's also advice on how you can support your colleagues who've been bereaved.

**To find out more about how you can get involved please
visit [National Day of Reflection | Marie Curie](#)
or email dayofreflection@mariecurie.org.uk**



Supportive services, charities and organisations

Acas

Bereavement
UK

Child
Bereavement
UK

Cruse
Bereavement

Grief
Encounters

Grief UK

Jack's Rainbow

Marie Curie

Mind

NHS Support

Sands

SAMH

Survivors of
Bereavement
by Suicide



Bereavement and the Workplace

1st February 2021

Cruse Bereavement Care



Cruse offers support, advice and information to children, young people and adults when someone dies, and works to enhance society's care of bereaved people.

Support is provided free in England, Wales and Northern Ireland by over 5000 highly trained volunteers.

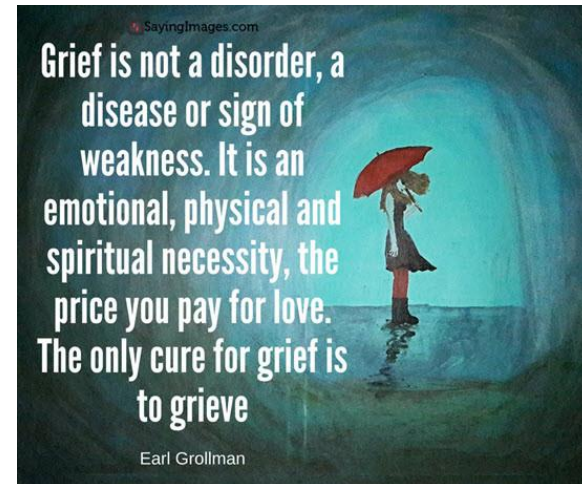
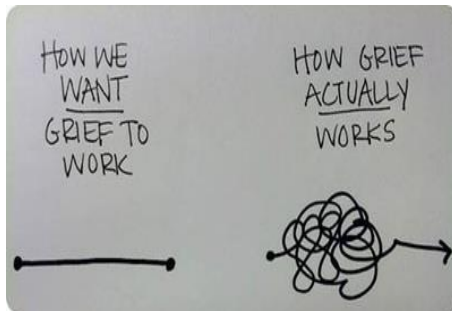
Support is not dependent on cause of death – all bereaved people can access support

Cruse is supporting families impacted by Grenfell Tower & Manchester Arena Bombing



Some truths about grief

Everybody is different



Grief is not a disorder



No hierarchy in grief

There is no timeframe to grieve



Impact of Bereavement

Feelings

Shock & Numbness
Sadness & Loneliness
Anger
Helplessness
Relief
Guilt
Anxiety/fear

Cognitions

Disbelief
Confusion
Lack of concentration
Sense of presence
Slower to process

Physical Sensations

Hollowness in stomach
Tightness in the chest
Tightness in the throat
Breathlessness
Lack of energy
Dry mouth
Oversensitivity to noise



Behaviour

Sleep disturbance
Loss of appetite
Absent mindedness
Dreams/nightmares
Sighing/crying
Hyperactivity
Treasuring objects
Avoiding reminders

What bereaved people say

"I feel out of control, my emotions are all over the place, one minute I'm ok, the next minute I'm in tears"

"I'm worried I'm going mad"

"I don't feel anything, I feel numb"

"I can't eat or sleep"

"I thought I'd be over this by now but I still burst into tears"

Tips on Employer Best Practice

- Offer your condolences – don't ignore it
- Ensure bereaved employee knows what support is available
- Be conscious of diversity, and accommodate religious beliefs and customs where it is reasonable and practical
- Stay in contact – ask their preferred method
- Discuss return to work plan with employee
- Consider adjustments that may be needed as they return to work
- Take bereavement into account should there be an impact on performance
- Consider the impact on other members of the team
- Be aware of special dates: e.g. inquests, birthdays and the anniversary of a death...
- Remember - full impact of bereavement may not be felt until some time after death

Our Support



- Helpline 0808 808 1677
- Websites www.cruse.org.uk and www.hopeagain.org.uk
- Cruse Chat
- 1:1 support
- Group support
- Support for children and young people
- Support for businesses and organisations through training and consultancy work



LUCY HERD

**Advanced Grief Recovery Specialist,
Bereavement Rights Campaigner**

Bereavement in the Workplace



CAMPAIGNING



SUPPORT



GRIEF FIRST
AIDER

Campaigning for Jacks Law

Parental bereavement Leave

- Is for Parents who have had a child/baby die under the age of 18 this includes a stillbirth.
- 2 weeks paid leave to be taken within 52 weeks

Family bereavement Leave

- Immediate family members to take time off to grieve a loved one
- 3 days is not enough time to grieve a loved one.
- 2 weeks paid leave

Support

Bereaved Employee

- Ensure a back to work plan is in place
- Signpost support
- Just a moment card
- Remember birthdays and anniversaries
- Host a Grief and Cuppa

REMEMBER

- Everyone grieves differently
- Some people need to return to work but in time they may need time off to grieve.
- Grief is not a psychological disorder even though it may feel like it at times..
- Grief doesn't just go away
- Time doesn't heal all wounds
- Be Compassionate!

Grief First Aider

Train a member of staff

- We have Mental Health first aiders
- We need Grief first aiders who specialise in supporting an employee who has been bereaved/divorce/loss of home/loss of friendship or any other significant emotional loss
- We can offer training for your company and employees.

REMEMBER

- Be a Heart with Ears
- Having the correct procedures in place before hand will ensure you are ready!
- Offer Training
- Have a quiet place to talk

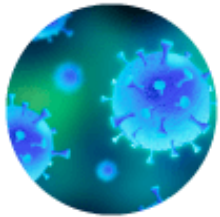
Questions

Please submit your questions for:

- Claire McCartney, Senior Policy Adviser – Resourcing and Inclusion, CIPD
- Kirsty Hunt, External Training and Consultancy Manager, Cruse Bereavement Care
- Lucy Herd, Bereavement Rights Campaigner and Certified Grief Recovery Specialist

Please use the Q&A function to submit your questions

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