

# Scottish Bereavement Friendly Workplaces Toolkit

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Most people want to be supportive when a colleague or employee is bereaved. But sometimes it is difficult to know the right thing to do, and people worry about saying the wrong thing. Sometimes workplace protocols, structures or cultures can inhibit people from offering intuitive support.

The Scottish Bereavement-Friendly Workplaces Toolkit was designed to support colleagues, managers and employers to create a more supportive environment for staff members who are bereaved.

What can employers, managers and colleagues do to support people returning to work after a bereavement?



# The toolkit aims to answer questions such as:

As a **colleague**,  
what can I do or say  
to show support of  
someone who's  
bereaved?

What do **managers** and  
HR staff need to know?  
What can I influence?  
What training is there?

As an **employer**,  
what policies and  
procedures create a  
helpful and  
supportive  
environment?

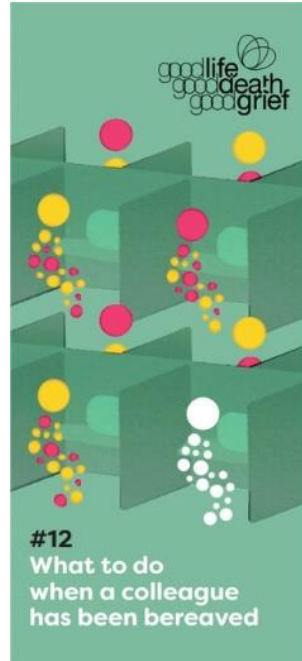


Access the toolkit free at:

[www.goodlifedeathgrief.org.uk/content/workplace\\_home/](http://www.goodlifedeathgrief.org.uk/content/workplace_home/)

# What is in the toolkit?

- Designated sections for employers, for managers, for colleagues and for people who are bereaved.
- Case studies sharing the experiences of bereaved people returning to work.
- Links to training, resources, films, good practice guidance and bereavement support organisations.



- A checklist of steps to take, summarising the various ways that an employer can create a supportive environment.
- A leaflet giving tips on the kind of things that a colleague can say or do to show support when someone is bereaved.



## In conclusion...

The Toolkit illustrates that improvements to work environments can be made without great expense, and that simple actions by employers, colleagues and managers can make a big difference to people who are living with grief.

[www.goodlifedeathgrief.org.uk/content/workplace\\_home/](http://www.goodlifedeathgrief.org.uk/content/workplace_home/)



*“ I realised I hadn't had a single email from the time I called Dave to say Uncle G was actively dying.*

*Dave had emailed them all to divert all emails to him as I needed that time.*

*When I later thanked Dave for kindness and compassion, he explained he had been in the same situation with his father.*

*I've never forgotten that. And I'm so grateful for that act of kindness that allowed me to do what I needed to do and be present with Uncle G. Dave made a very difficult time by being kind, human and incredibly supportive.”*

Extract from a case study from the toolkit.