



Compassionate Workplaces

ROBERT PEACOCK, GOOD LIFE GOOD DEATH GOOD GRIEF

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What is a compassionate workplace?

“A compassionate workplace is one where employees feel supported through the ups and downs of life by colleagues, managers and institutional procedures”

Why is a compassionate workplace important?

- ▶ For employees
 - ▶ Reduces anxiety
 - ▶ Helps people feel valued
 - ▶ Helps people resume a sense of normality
 - ▶ Increases bonds with co-workers
- ▶ For employers
 - ▶ Increased commitment
 - ▶ Lower staff turnover
 - ▶ Increased trust
 - ▶ Increased pride in organisation

Why is a compassionate workplace important?

- ▶ 87% agreed all employers should have a compassionate employment policy
- ▶ 81% agreed there should be a legal right to paid bereavement leave for close relatives
- ▶ 82% believed this would be beneficial to the employer in the long term
- ▶ 56% said they would consider leaving their job if their employer did not provide proper support
- ▶ 32% of those who had been bereaved in the past five years said they were not treated with compassion by their employer

(ComRes for NCPC/Dying Matters, 2014)

What are we doing?

- ▶ Working with Cruse Bereavement Care
- ▶ Met employee and employer representatives, including trade unions, Federation of Small Businesses etc.
- ▶ Collating existing support and materials
- ▶ Seeking further input

Over to you...

- ▶ What is the situation like in your workplace?
- ▶ What barriers exist to greater compassion in the workplace?
- ▶ What do you think can be done to increase compassion in the workplace?