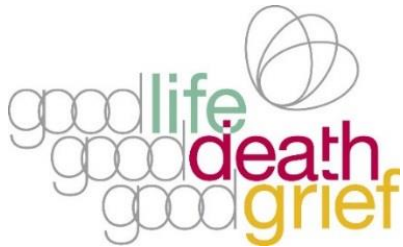


Exploring the impact of the Bereavement Charter Mark for Workplaces in Scotland



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People spend a lot of time at work

How can we encourage and support workplaces to be more supportive during bereavement?



Bereavement Charter Mark for Workplaces

By displaying the bereavement charter mark on their website, an employer demonstrates that they are taking steps to create a more bereavement-friendly workplaces for staff.



YOU NEED TO MEET 3 OUT OF 5 CRITERIA:

1. All staff are informed that their organisation is endorsing the Bereavement Charter and given an opportunity to watch two short films about bereavement.
2. All Managers within the organisation have read the "Supporting Managers" section of the Scottish Bereavement Friendly Workplaces Toolkit: Support for managers
3. Senior Management has developed/adopted a Bereavement Policy for the organisation.
4. The organisation 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 organisation will develop and display a workplace bereavement charter.



welcome to the toolkit

All workplaces can be bereavement friendly workplaces - ones where employees feel supported by colleagues, managers and institutional procedures when they experience the death of someone important to them.

That support can be vital in helping people to cope with a bereavement and in helping them to adjust to live without the person who has died.

This Bereavement-Friendly Workplaces Toolkit contains resources to help both employers and employees to cope with bereavement.



[why is workplace support important?](#)

Learn about the positive effects a supportive workplace environment can have when someone has been bereaved.

[case studies](#)

People share their own experiences in the workplace after a bereavement.

[resources for employers, managers and colleagues](#)

How can employers, managers and colleagues help to create a supportive environment for someone who is grieving?

[support for staff](#)

Advice on dealing with the workplace environment after a bereavement.

(Photo: Roman Kraft on Unsplash)

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48 Charter
Marks
awarded
since 2022





Safiya
Cummings



Aim: To explore how adopting the Bereavement Charter Mark for Workplaces has affected how participating workplaces deal with bereavement.

Qualitative research was conducting using a phenomenologist theoretical framework and analysed with reflexive thematic analysis.

1 informant from each of 7 participating organisations was interviewed.

- Why did people introduce the charter mark?
- Challenges and barriers
- Impact of introducing the charter mark
- Has the charter mark influenced the workplace culture?
- Any suggestions, advice or comments?

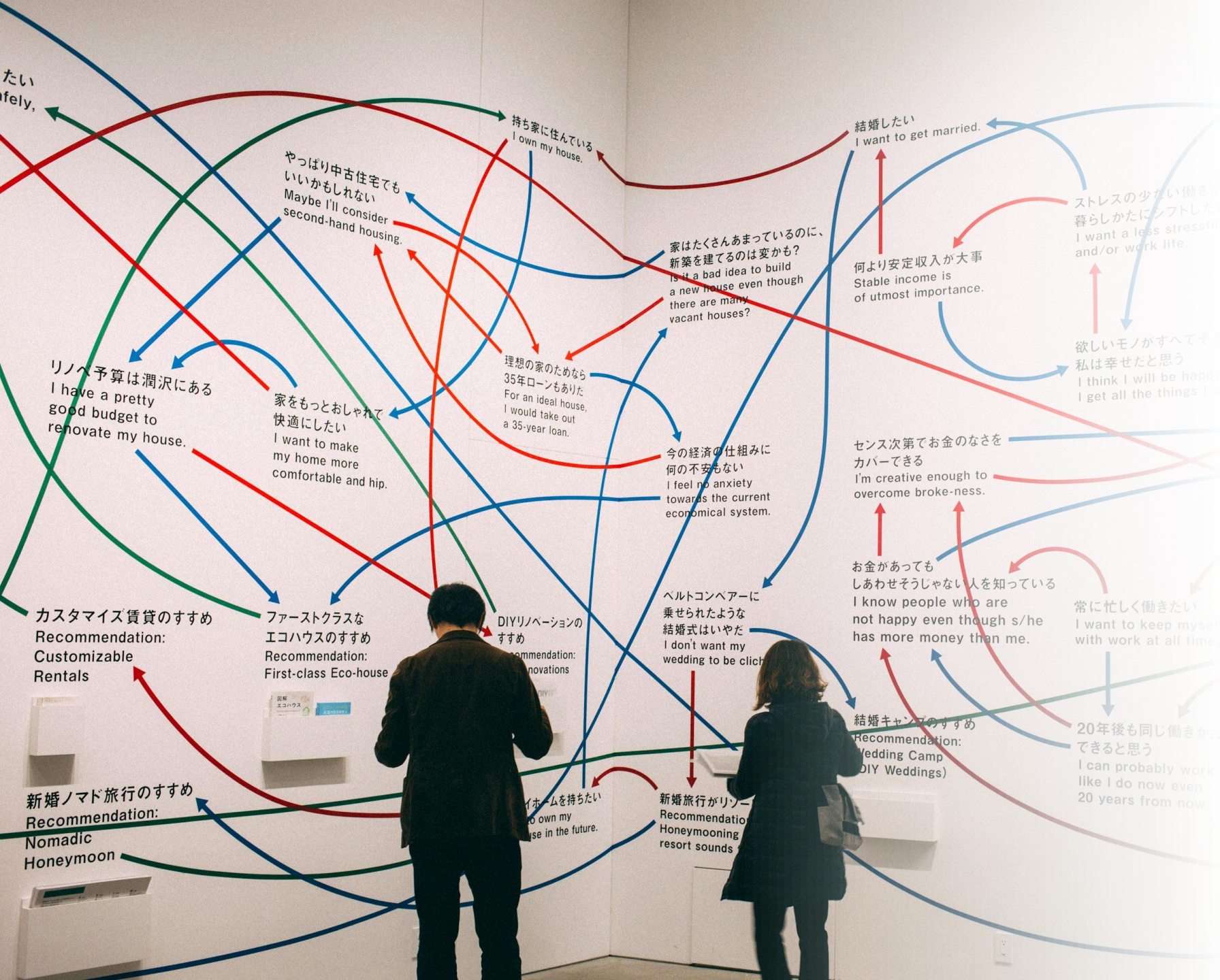




**Did the charter mark
affect conditions for
bereaved employees?**

- **More open and supportive workplace culture**
- **Expanding understanding of what bereavement is and the nature of grief**
- **Policies, flexibility and innovations to support staff**

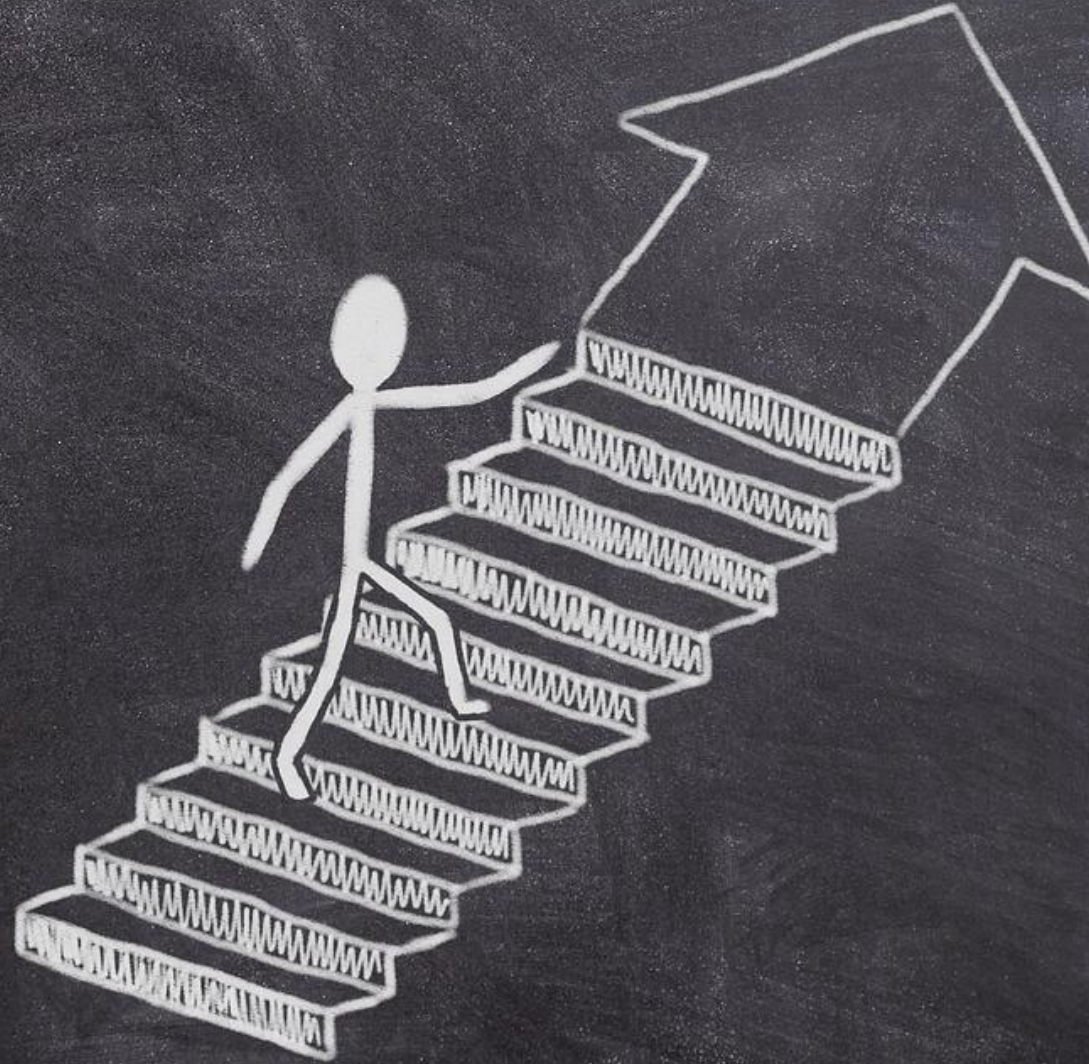


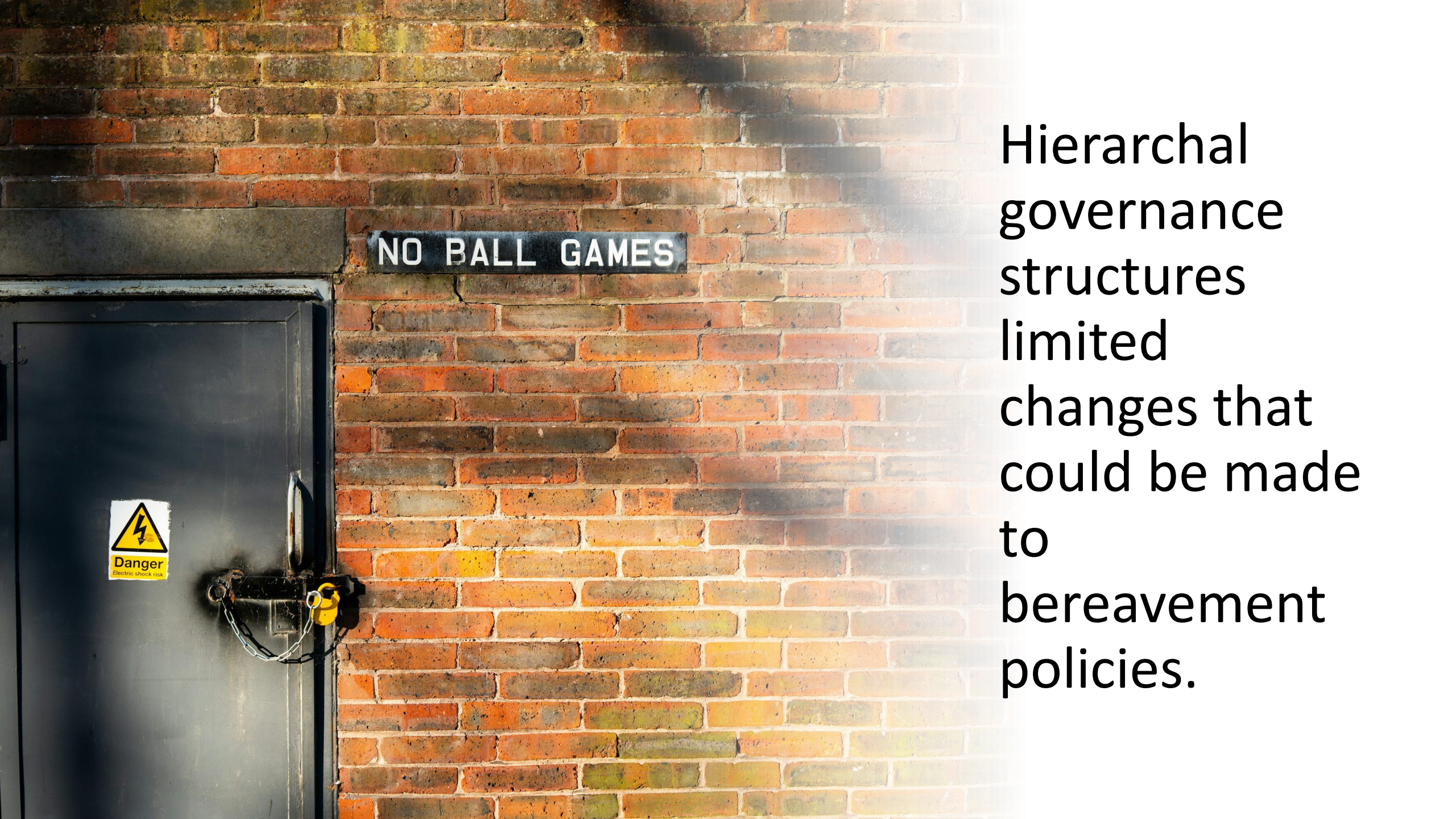


Recognition of the unpredictable nature of bereavement and the importance of long-term sensitivity to bereavement.

How easy was it to implement the charter mark?

- Straightforward in many ways
- Engagement from senior staff was important
- Staff-leadership and an enthusiastic group
- The process itself was a catalyst for team building, culture change and increased understanding





NO BALL GAMES



Hierarchal
governance
structures
limited
changes that
could be made
to
bereavement
policies.



Many participants wish for the Bereavement Charter Mark to remain active and relevant within organisational culture rather than a one-off initiative.

Conclusion

This study indicates that the Bereavement Charter Mark for Workplaces is a practical tool that, given the right engagement and support, can promote changes that can make workplaces more supportive of bereaved staff members.

How can we increase take up, and bring to new settings?



Scan this QR code for more information about the bereavement charter mark.



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www.goodlifedeathgrief.org.uk/for-workplaces

Research by Safiya Cummings.

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