



Bereavement Charter Mark

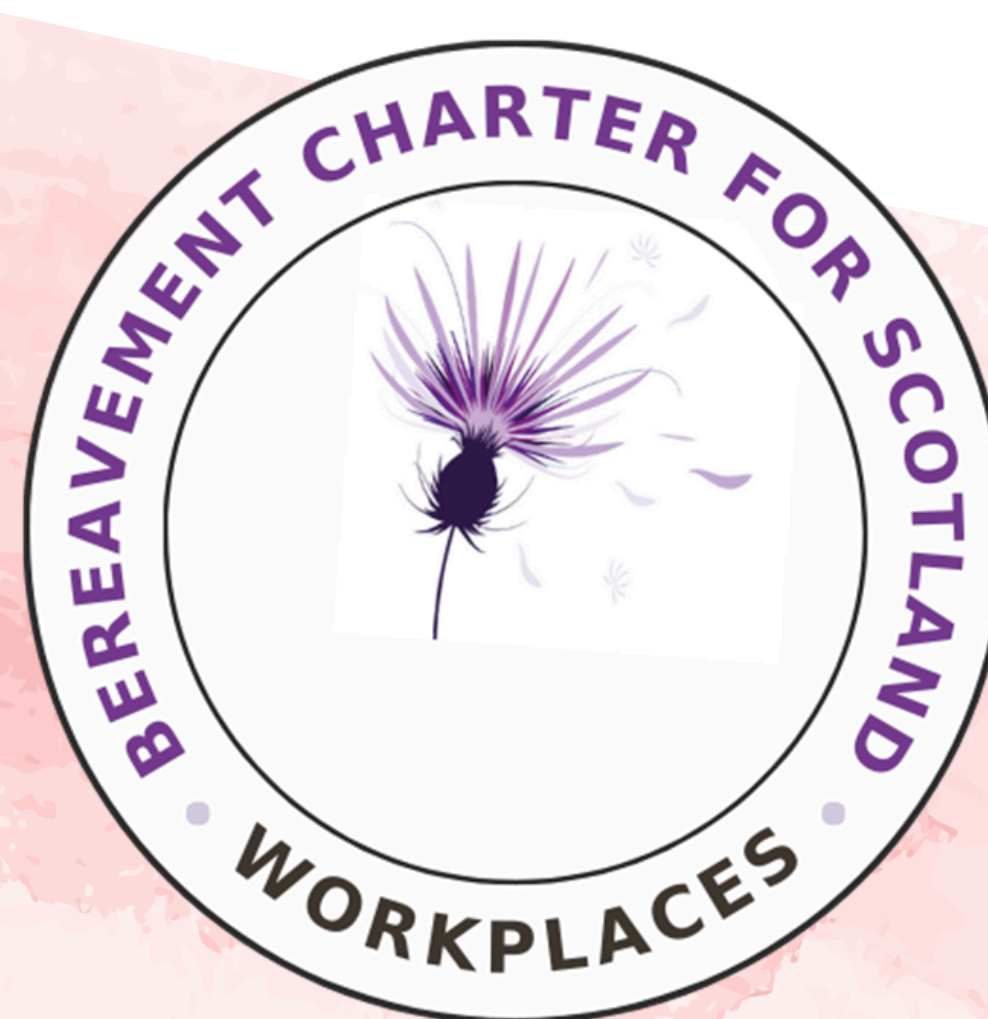
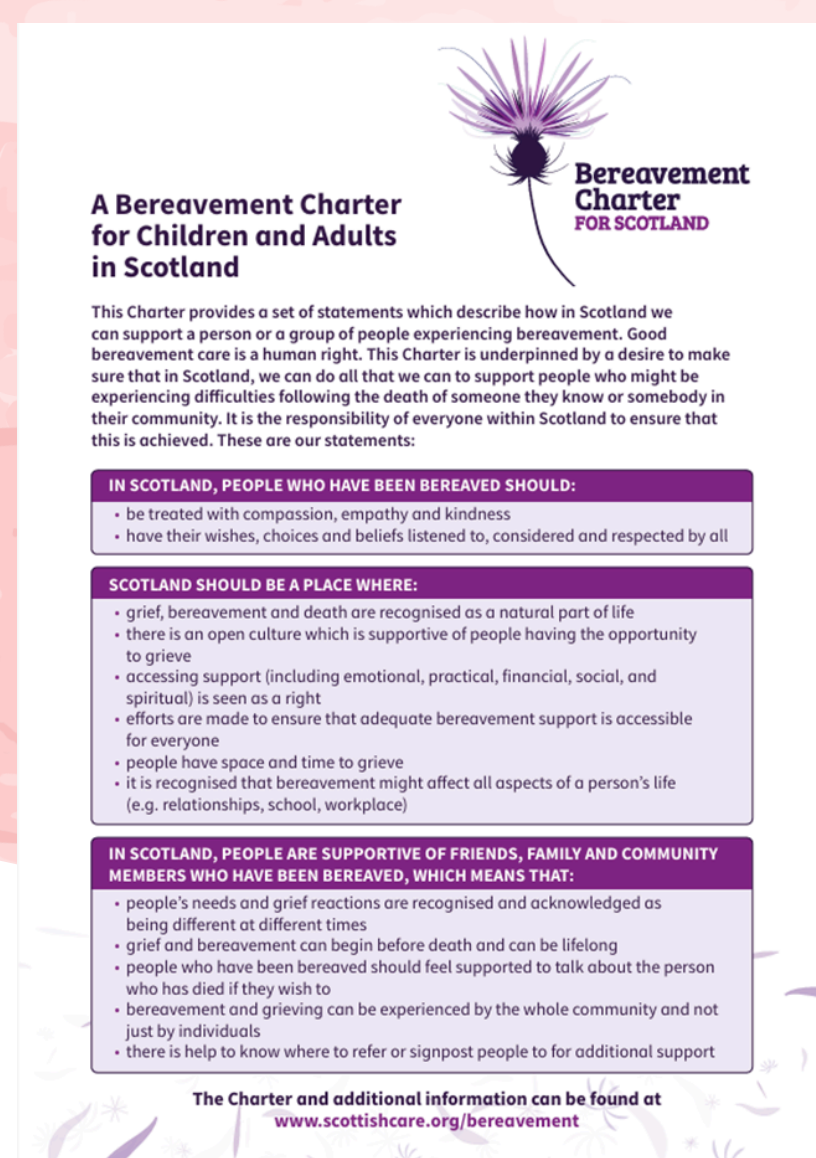


Collaborating with workplaces to create meaningful change

Bereavement affects everyone at some stage in their life. The effects of grief can be intense and affect people both emotionally and physically. Workplaces can be important sources of support when someone is bereaved, and there are many simple but effective ways that workplaces can support employees through bereavement

What is the Bereavement Charter for Scotland?

The Bereavement Charter describes a vision for how we can all work together to ensure adults, young people and children who are experiencing bereavement are supported.



What is the Bereavement Charter Mark?

The Bereavement Charter Mark was developed to support workplaces to become more bereavement friendly. By achieving at least 3 of 5 criteria, a workplace is awarded the Bereavement Charter Mark.

The Bereavement Charter Mark criteria



All staff are informed that their organisation, department or team is working towards the Bereavement Charter and given an opportunity to watch the following short films about bereavement



All Managers within the organisation, department or team have read the "Resources for Managers, Colleagues and Employers" section of the Scottish Bereavement Friendly Workplaces Toolkit



Senior Management have considered how the organisational bereavement policy can be improved, and made a plan of action to address identified areas for improvement



The organisation, department or team has set out ways that it will visibly promote more awareness of bereavement and bereavement support, for example through its website, social media channels and shared spaces



The workplace has developed (or is in the process of developing) and displayed a local workplace bereavement charter.

The Pilot Scheme

The Charter Mark Process is designed to be accessible and achievable. However, we wanted to find out more about what we could do to support workplaces to adopt the Charter Mark and become more bereavement friendly.

We have been piloting a scheme where we offer bespoke support to organisations looking to adopt the charter mark, with three aims:

1. that more organisations achieve the charter mark and by doing so create meaningful change,
2. that we find out more about the process and how we can support organisations through it
3. that we use our learning to create a useful resource for the future

The Collaboration

We've been working with three different workplaces, offering bespoke support including facilitated workshops and regular check ins.



St John's Hospital ITU/HDU

MEDIA EDUCATION



The Process

- Initial contact via email, phone or zoom to discuss needs and expectations
- Facilitated, interactive session held in person at the workplace with a representative working group. Actions set.
- Follow up and check in on progress via email
- Second session held either in person or online – measure progress, address challenges, look at what support might help
- Regular check-ins, pace led by workplace
- Workplace applies for Bereavement Charter Mark
- Charter Mark achieved and certificate presented!

Our Learnings

- The process is accessible and achievable, but there are some barriers - time, capacity and commitment
- A little support and structure goes a long way
- It is helpful for support to be tailored to suit different schedules and needs
- The collaborative nature of a process can create more motivation and accountability for everyone involved
- Finding opportunities to include everyone in a workplace allows people to feel part of the process and can create richer sharing and learning

What's next?

We're working together with the three workplaces to create case studies based on how we've approached the process.

Our aim is for these to be useful resources for workplaces going through the process in the future.

More info:

www.goodlifedeathgrief.org.uk/about-charter-mark-employers/
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This process has been really beneficial and allowed us all to better understand our own expectations around bereavement and what we need to have in place as an organisation, both in policy and practice. [The pilot scheme] has been a super help, providing guidance and support in the most sensitive, supportive and friendly way.

Sarah Pryde-Smith,
CEO, Simba Charity

