

“Learning to live with the loss of someone close is one of the most painful experiences we can encounter, and society’s response often makes it even harder. There’s an urgent need to improve access to bereavement services, and to ensure that people who have been bereaved are not ignored or left isolated.”

Dawn Chaplin, Co-founder of the National Bereavement Alliance

Could you be a more Compassionate Employer?

Take our self assessment quiz which is designed to help you think about what you currently have in place to support bereaved employees, and identify where there may be areas for improvement.

Self Assessment Quiz

| | Yes | No |
|---|--------------------------|--------------------------|
| 1. Does your bereavement policy fully support your staff? | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Does your organisation offer paid pre bereavement leave/support? | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Following bereavement do you offer your staff a phased return to work? | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Does your organisation allow flexibility of hours when a bereaved person is returning to work (and during pre-bereavement)? | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Does your organisation provide help to other staff to enable them to support their colleagues returning to work after a bereavement? | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Does your organisation signpost bereaved staff to other supportive services, such as bereavement counselling, financial support, support for children, etc.? | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Do you feel your organisation is doing everything it can to support bereaved members of staff? | <input type="checkbox"/> | <input type="checkbox"/> |

If you have ticked ‘NO’ to any of the above questions, we can help you...

Our Compassionate Employer programme will help your organisation to improve bereavement support and awareness which, in turn, will help you respond more effectively to the needs of your staff.

In the workplace, poorly managed bereavement support can harm an organisations reputation, productivity and impact on staff morale.

A survey undertaken for the National Council for Palliative Care and Dying Matters in 2014 highlighted:

- The majority of people (56%) said they would consider leaving their job if their employer did not provide proper support if someone close to them died.
- Almost a third (32%) of people who had been bereaved in the past five years who were in a job at the time said that they were not treated with compassion by their employer.
- 82% of people agreed that providing employees with paid bereavement leave is likely to be beneficial to the employer in the long term.

Please turn overleaf to see how our programme can help you.

“It wasn’t until I reflected on the support given to me and my family by my employer following the death of my 20 year old daughter that I truly appreciated the importance of good bereavement in the workplace”. Ian Leech

The Compassionate Employer Programme and Award

You can tailor a package of support and resources for your organisation, whatever your size or budget.

Our support includes:

1. **Assessing your needs.** We will work with you to review your policy and practice if you need to make some improvements or introduce new practices or ways of working. We will help you achieve this and recommend ways to monitor impact.
2. **Meeting your key personnel** to assess and discuss how the programme can benefit your organisation.
3. **Workshops aimed at managers and HR personnel** to introduce them to the programme.
4. **‘Bereavement in the Workplace’ workshop** designed to help individuals identify roles and responses when there is a death in the work community or a colleague experiences bereavement.
5. **Train the trainer workshops** are designed to support existing trainers in your organization to confidently deliver and disseminate the ‘bereavement in the workplace workshop’ across your organisation.

We also provide post workshop **evaluation and analyses** that measures participants confidence, ability and learning.



Our resources include:

1. **A guide and bespoke leaflets** that help you identify and respond appropriately to a variety of circumstances and situations.
2. **Exclusive access to a members only section of our website.**



3. The opportunity to have your own **“Find me Help”** micro-site (<http://help.dyingmatters.org>) the UK’s most comprehensive directory of services for people in the last years of life.

We provide a **recognition logo** for organisations on the programme who meet the criteria for being recognised as a Compassionate Employer, which demonstrates their commitment to supporting their employees during pre-bereavement and bereavement.

For further information please contact us

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