

## Bereavement

We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues.

The university wishes to be a supportive environment for colleagues when they are experiencing negative mental health and wellbeing and there are a number of ways colleagues can seek and receive support.

A number of common health and wellbeing scenarios have been presented which aim to provide colleagues with a pathway to seeking and receiving support.

### 1:1 Meeting

During a 1:1 with your Line Manager there will be opportunity for a Wellbeing Conversation and this is the time to highlight any health and wellbeing issues with regards to your grief.

During the conversation, your Line Manager will discuss possible reasonable adjustments or may refer you to Occupational Health allowing for an opportunity to speak to a OH practitioner who may suggest counselling. The Line Manager can also signpost to internal & external support resources. If there is not a Wellbeing Conversation section during the 1:1, ask for it. Its important you talk about your grief and seek support.



### Employee Assistance Programme

MCL Medics is the University's Employee Assistance Programme and they provide a free, confidential and independent resource to help employees balance their work, family and personal lives providing advice, information and assistance on a range of topics. There is a specific section on grief and loss support providing self guided support. Follow the steps on the webpage to access this resource. Colleagues are also encouraged to speak with their GP about their feelings of anxiety and stress.

### External Resources

There is a number of external support agencies and charities who provide dedicated bereavement support such as Cruse Bereavement Care Scotland and also the various cancer charities.

SANDS and Held in Our Hearts have an Edinburgh office providing support for those experiencing the loss of a baby. Colleagues are also encouraged to speak with their GP about their feelings of grief and loss.

[Intranet Health & Wellbeing Home Page](#)