

Sands & Tommy's Policy Unit

Working together
to save babies' lives

Application Information

Data and evidence lead – Joint Policy Unit (Fixed-Term Maternity Cover Contract until March 2026)

February 2025

About Sands

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

Sands provides bereavement support services both nationally through its Freephone helpline, mobile app, online community and resources, as well as locally through a network of more than 100 regional support groups based across the UK and run by trained befrienders.

Sands works in partnership with professionals, trusts and health boards and offers a range of training programmes and bereavement care resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.

Sands promotes improvements in policy and practice and supports research to better understand the causes of deaths and save babies' lives.

Sands raises awareness of baby loss and works with government, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Since 1978, Sands has grown into a UK-wide charity with a powerful vision shared by dedicated supporters, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by more than double since 2019 to £7m and, as part of our strategic plan, is focusing on how we can make the biggest difference to the lives of bereaved families and save babies' lives. To find out more, visit www.sands.org.uk

Our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

About Tommy's

Tommy's was founded in 1992 ago by two obstetricians at St Thomas' Hospital, frustrated that they couldn't answer that simple question asked by too many parents: 'Why did my baby die?'

We are the largest charity funding research into the causes of miscarriage, stillbirth and premature birth. We also provide information for parents-to-be to help them have a healthy pregnancy and baby.

We are supported by people who refuse to accept that a baby's death is just 'one of those things'. The people who support us want to do something about the lack of research and information around pregnancy issues. Like us, they believe every parent has the right to a healthy pregnancy and baby.

We fund 5 research centres in the UK that investigate causes and find treatments for miscarriage, stillbirth and premature birth.

Our research centres also have clinics where we provide specialised antenatal care for women who are at high risk of having miscarriage, stillbirth and premature birth. They also have an opportunity to be part of our research through taking part in trials for pioneering new treatments.

They are under the care of a team of people who have a huge amount of knowledge, experience and understanding of the psychological effects of pregnancy loss.

Together with our teams of scientists and clinicians, they are helping us provide the evidence that will make antenatal care better for all.

We feel it's important to provide free, accurate and up-to-date information for medical professionals and parents-to-be around healthy pregnancy. We do this through our PregnancyHub.

Staff Benefits

Annual Leave

Staff receive 28 days annual leave per annum pro rata, plus bank holidays. Staff will be required to take 3 days annual leave during the period between Christmas & New Year.

Employee Assistance Services

As part of its commitment to employee wellbeing, Sands offers all Staff access to the Bupa employee Assistance service which offers free and confidential counselling and wellbeing support. Support is available on a range of issues including legal, financial, emotional, health, and work-related concerns.

Sand Cycle to Work Scheme

Sands has teamed up with Cycle Solutions to provide a Cycle to Work Scheme, which you can join to make considerable savings on the cost of a new bike and equipment.

Sands Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aviva Personal Pension scheme as soon as your employment commences. You can decide whether to remain in the scheme and/or make additional voluntary contributions if you wish.

Life Insurance

All Staff are covered by a Life Insurance Policy which pays 3 x annual salary to nominated beneficiaries. Staff also have access to additional services from Legal and General including legal and financial support, a medical helpline, and a health and wellbeing platform. Additionally, Staff have access to a wide range of shopping offers and discounts, plus advice on finding and funding later life care for their loved ones or themselves.

Flexible Working

All Staff can apply for flexible working with effect from their first date of employment.

Maternity Pay

Staff on maternity leave are paid their full salary for the first 26 weeks of their period of leave.

Tickets for Good

All Staff have membership of a platform which offers free and discounted tickets to a wide range of entertainment events.

Leave for the Death of a Baby or Pregnancy Loss

Any member of Staff affected by the death of baby or pregnancy loss will be granted leave paid at their normal salary, regardless of the type of loss.

Staff Reward Scheme

All Staff can participate in a monthly Reward Scheme

Sands is an inclusive and diversity-friendly employer. We are committed to promoting equality, valuing diversity and working inclusively. We welcome and encourage applications from people of all backgrounds and do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age or any other category protected by law.

About the role

In 2022 the charities Sands and Tommy's came together to form a Joint Policy Unit. Our shared vision is for a future where fewer babies die, and inequalities in baby loss are eliminated so that everyone can benefit from the best possible outcomes.

Working together we want to secure policy changes that will reduce rates of miscarriage, stillbirth, pre-term birth and neonatal death, and to work to eliminate inequalities in these outcomes. We will do this by

- Holding governments across the UK to account on progress, and ensuring that saving babies lives and reducing inequalities is the national policy priority it deserves to be
- Working to ensure progress is being made to improve the safety of maternity and neonatal services, so that everyone can benefit from best-practice care.
- Promoting policy change so that new research and evidence leads to improvements in care

The Data and Evidence Lead is key to helping the policy unit achieve this. You will analyse a range of public data sets and research findings to track progress on governments' ambitions to reduce the number of babies dying, assess the impact of key initiatives, and identify any gaps.

We are looking for someone who has considerable experience of data analysis, including the selection and application of research and evaluation methods. You will be a great communicator with the ability to translate insights into clear messages for different audiences (e.g. policymakers, stakeholders, supporters and the public).

Experience of leading and managing projects of different sizes and complexity is essential for this role, as is a clear understanding of the relationship between research, evidence, policy and practice.

Additionally, you will need to have a good understanding of the current policy environment as it relates to reducing baby loss, as well as enthusiasm for continued learning and a willingness to adapt to changing circumstances.

Please note this is a fixed term contract until March 2026 to cover maternity leave.

To apply:

Please submit your CV, together with a supporting statement that demonstrates how you meet the criteria in the person specification to recruitment@sands.org.uk. Please also complete the Diversity and Equality Monitoring Form and send this with your application.

Closing date for applications: 23rd February 2025

Interview Dates: w/c 5th March 2025

As we have limited staff resources, we are unable to provide candidates with feedback about their applications. **Interviews will be held online via Teams.**

Job Description

Job Title:	Data and Evidence Lead - Policy
Responsible to:	Head of the Sands & Tommy's Joint Policy Unit
Location:	Homebased
Contract:	Fixed-Term Maternity Cover Contract until March 2026
Hours:	Full Time – 35 Hours per Week (9.30am – 5.30pm, with a 1-hour unpaid lunch break)
Salary:	£44,406 per annum plus £312 Home Worker Allowance per annum

Job description

- Identify sources of data relevant to increasing our understanding of the numbers of babies who are miscarried, stillborn, die around the time of birth and are born preterm. To identify gaps in this data, and where appropriate negotiate access to data.
- Conduct high quality, accurate and timely analysis of key data sources, which can be used to:
 - Inform national policy and practice aimed at saving babies lives throughout pregnancy and the neonatal period
 - Deepen our understanding of inequalities in pregnancy and baby loss and the steps required to tackle them
 - Assess the impact of interventions aimed at saving babies' lives and reducing inequalities in loss
- Commission research projects (qualitative and quantitative) that lead to new insights, which can be used to inform national approaches to saving babies' lives.
- Produce clear, high-quality evidence reports and data visualisation, and to effectively communicate data analysis to a range of audiences.
- Translate insights into clear messages for different audiences (e.g. policymakers, stakeholders, public and supporters).

- Engage effectively with stakeholders, including those responsible for data analysis and evaluation in government departments and public bodies (e.g. ONS, NHS, UK health departments).

General

- Contribute to the successful delivery of the Joint Policy Unit's core aims.
- Work flexibly with other members of staff within the Unit and across the funding organisations.
- Maintain a high level of confidentiality and professional conduct.
- Ensure own technical and analytical skills are kept up to date.
- Participate in, and promote, a culture of continuous improvement.
- Undertake any other duties commensurate with the role as required by the Head of the Joint Policy Unit, Directors of Research and Policy, and the Chief Executives of Sands and Tommy's.

Person specification

Skills and experience

- Demonstrable experience of data analysis, applying analytical tools, skills and knowledge, including the selection and application of research and evaluation methods.
- Experience in the use of analytical and data visualisation software.
- Strong communication skills, to technical and non-technical audiences through all mediums.
- Experience in leading and managing projects of different sizes and complexity.
- Experience of working with external stakeholders, building positive collaborative working relationships.
- An understanding of the relationship between research, policy and practice.
- An understanding of the current policy environment as it relates to reducing baby loss throughout pregnancy and the neonatal period and tackling inequalities in loss.

Core competencies

- The ability to translate insights into clear messages for different audiences (e.g. policymakers, stakeholders, supporters and the public).
- The ability to be impartial and delineate between evidence and assumptions.
- An understanding of and empathy with the issues surrounding the death of a baby, and ability to communicate sensitivity with bereaved people.
- Ability to plan and prioritise work and to work under own initiative.
- Commitment to the purpose and values of the Joint Policy Unit.
- Enthusiasm for continued learning and a willingness to adapt to changing circumstances.