



Sands
Application Information

**Bereavement Care Pathway Project Officer
(Wales)
1-Year Fixed-Term Contract**

June 2024

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.

We provide bereavement support services both nationally through our 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.

We promote improvements in policy and practice, and support 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 different 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.

Sands 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.

Tickets for Good

All Sands Staff have access to an online platform which provides free and discounted tickets for charity workers. This offers a wide range of entertainment events to choose from.

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.

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.

Sands 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 is a vibrant, growing charity!

With a clear strategy, Sands is repositioning as a learning, developing organisation which aims to achieve excellence through people and offers a collegiate, collaborative working environment – making it an especially exciting time to join the charity.

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

Sands is looking for an experienced project officer to support the development and rollout of the National Bereavement Pathways for Pregnancy and Baby Loss across Wales.

This pathway addresses the inequity of bereavement care offered to, and experienced by parents when a baby dies – see www.nbcpathway.org.uk or www.nbcpscotland.org.uk for more details.

This is a new and high-profile role which will involve working with the Wales Maternity and Neonatal Network to support the implementation of the development and roll out of the pathways across Wales.

The post-holder will establish a shared practice network and workshops for healthcare professionals across Wales, to include regular online meetings to support the implementation of core pathway materials. Additionally, the role is responsible for establishing a Parent Advisory Group for the project in conjunction with Sands' local groups and partner charities.

With demonstrable experience of supporting or managing successful projects including reporting and monitoring of outputs, you will be able to create high-quality written resources and have a high level of knowledge of current practice, policy and guidelines in healthcare and bereavement care (preferably in Wales).

You will be able to establish and maintain productive relationships with a wide variety of internal and external stakeholders, working in a collaborative and inclusive way.

An excellent communicator, you will be able to absorb and understand complex issues and communicate them effectively to public and professional audiences.

You will have a highly organised approach with the ability to cope with demanding situations and work to tight deadlines.

Please note this is a one-year fixed-term role. The successful post-holder will need to either be based in Wales, or have experience of working in Wales.

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.

CVs and supporting statements should be sent as attachments to an email in either Word or PDF format. The title of the attachments should be your first name, surname and either CV or supporting statement e.g. "NAME CV".

Closing date for applications: 23:59 on Wednesday 3rd July 2024

Interviews will be held in-person in Cardiff on Monday 15th July 2024

For further information, contact Marc Harder, Head of Bereavement Care & Hospital Liaison marc.harder@sands.org.uk

As we have limited staff resources, we are unable to provide unsuccessful candidates with feedback on their applications.

Job Description

Job Title:	Bereavement Care Pathway Project Officer (Wales)
Responsible to:	Head of Bereavement Care & Hospital Liaison
Location:	Home based (preferably in Wales) with occasional travel.
Contract:	12-month fixed-term contract from commencement of post
Salary:	£19,950 per annum (£33,250 FTE) plus £187 Home Worker Allowance per annum (£312 FTE)
Hours:	21 hours per week (0.6FTE)

Overall job purpose

To support Sands' aim of improving the quality and consistency of the bereavement care provided by professionals after pregnancy loss or the death of a baby

Key Responsibilities

1. Support Sands and the Welsh Maternity & Neonatal Network ("the Network") to support the development and rollout of National Bereavement Pathways for Pregnancy and Baby Loss across Wales
2. Support staff in hospitals and other settings providing bereavement care to have access to the best possible resources, by creating a repository of up-to-date tools and resources.
3. Support the Network to create relevant Bereavement Care Pathways Guidance (, appropriate to the context in Wales and ensuring these are inclusive to support the diverse experiences of bereaved parents and families.
4. Promote and disseminate relevant bereavement care resources, such as self-assessment audits, making sure they reach a wide audience, for example through developing web content and digitising resources and guidance materials.
5. Establish a shared practice network of healthcare professionals across Wales to include regular online meetings to support the implementation of core pathway materials.

6. Provide regular communications and promotion of training opportunities.
7. Establish and maintain a Parent Advisory Group online with an in-person meeting twice a year and membership of Core Working Group

Principle tasks

1. Work with the Wales Maternity and Neonatal Network (the Network) to support the implementation of the development and roll out of the National Bereavement Care Pathways for Pregnancy and Baby Loss across Wales.

- Support the creation of a central repository of bereavement care resources available to healthcare professionals, working with partners and suppliers as required
- Liaise with the Sands' partners to collate new and existing materials
- Work with Sands volunteers to understand local and national needs
- Liaise with parents and professionals to ensure resources are up-to-date, evidence based and relevant
- Support the development of tools such a Wales-specific Maternity Bereavement Experience Measure Tool

2. Establish a shared practice network and workshops for healthcare professionals across Wales to include regular online meetings to support the implementation of core pathway materials.

- Convene a professionals' shared practice network to meet online / in-person to discuss and develop relevant pathway materials
- Set and circulate agendas for this network and organise logistics such as venues, MS Teams meeting links as required
- Communicate regularly with this group, keeping healthcare professionals up to date with progress and providing opportunities for feedback and iteration of pathway documentation
- Promote training and development opportunities with this group

3. Establish a Parent Advisory Group for the project in conjunction with Sands' local groups and partner charities

- Organise and host listening events online and in-person
- Collate information and intelligence through these gatherings
- Advise the Network and the Head of Service on key themes for development within the project
- Work with the Sands Hospital Liaison Volunteer Co-ordinator to ensure bereavement care resources are promoted and disseminated to healthcare professionals throughout Wales

4. General tasks

- Support the successful rollout of the National Bereavement Care Pathway (NBCP) in Wales
- Support the development of a successful Hospital Liaison Volunteer programme in Wales
- Work collaboratively within the Bereavement Care & Hospital Liaison team, other Sands departments and teams and partner agencies, keeping each other updated on progress
- Work flexibly with other members of staff and the volunteer network, which may involve occasional evening/weekend working and travel within the UK
- Promote the Sands vision and values at all times, clearly representing the views and positions of Sands distinct from any personal opinion
- Maintain a high level of confidentiality and professional conduct
- Abide by all Sands policies and procedures
- Undertake all mandatory training as required
- Undertake any other tasks and responsibilities commensurate with the role as required by the Head of Bereavement Care & Hospital Liaison and Director of Research, Education and Policy

Person Specification

Skills/Experience		
Importance	Criteria	Assessment
1. Essential	Knowledge of the current practice, policy and guidelines in healthcare and bereavement care (preferably in Wales)	Application and Interview
2. Essential	Experience of creating high-quality written resources	Application and Interview
3. Essential	Experience of supporting or managing successful project success, including reporting and monitoring of outputs and impact	Application and interview
4. Essential	Excellent verbal and written communication skills with experience of drafting reports, newsletters and digital content	Application and interview
5. Essential	Ability to absorb and understand complex issues and communicate them effectively to public and professional audiences	Application and interview
6. Essential	Proven ability in establishing and maintaining productive relationships with a wide variety of internal and external stakeholders working in a collaborative and inclusive way	Application and interview
7. Desirable	Ability to collate and analyse data effectively	Application and Interview
8. Desirable	Knowledge of NHS maternity and neonatal services, guidelines and systems (preferably in Wales)	Application and Interview

Behavioural competencies		
Importance	Criteria	Assessment
9. Essential	A 'hands on', people person with a positive, warm style, who can support and motivate people to engage with projects with positive outcomes	Application and Interview
10. Essential	Diplomacy and the ability to discuss challenging issues in a sensitive way	Application and Interview
11. Essential	Highly organised with the ability to cope with demanding situations and work to tight deadlines	Application and Interview
12. Essential	A demonstrable commitment to and empathy with Sands' aims and comfortable working within a bereavement environment	Application and Interview
13. Essential	Able to maintain a high level of confidentiality regarding sensitive information	Application and Interview
14. Essential	Excellent verbal and written communication skills with the ability to reach out to, and engage with, diverse communities	Application and Interview
15. Essential	Excellent understanding and advocacy of issues relating to equality, diversity and inclusion	Application and interview
16. Essential	An understanding of and empathy with the issues surrounding the death of a baby, for professionals, parents and families	Application and interview
17. Essential	Ability to travel regularly throughout Wales, with occasional evening or weekend work	Application and interview