

# **Sands & Tommy's Policy Unit**

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Working together  
to save babies' lives

## **Application Information**

### **Policy Officer – Joint Policy Unit (Maternity Cover)**

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JANUARY 2025

# About Sands

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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 different to the lives of bereaved families and save babies' lives. To find out more, visit [www.sands.org.uk](http://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

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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.

# Sands Staff Benefits

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## 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

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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 Policy Officer will be key to helping the Joint Policy Unit achieve these objectives.

The role-holder will support the unit in delivering on our programme of policy work, and to support our external engagement so that saving babies' lives is a key part of NHS/government policy across the UK. This will include work on a range of projects and outputs. The role-holder will play a lead role in supporting the unit's responses to government consultations and inquiries, and engagement with new strategies and plans for the health service.

We are looking for someone with an understanding of the policy environment, ability to analyse policy and develop high-quality written outputs. 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 is essential for this role, as is a clear understanding of the relationship between research, policy and practice. Additionally, you will need to have a good understanding of the current policy environment as it relates to reducing baby loss and tackling inequalities, as well as enthusiasm for continued learning and a willingness to adapt to changing circumstances.

**Please note this is a 1-year fixed term contract to cover maternity leave.**

## To apply:

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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](mailto: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"

Please also complete the Diversity and Equality Monitoring Form and send this with your application.

**Closing date for applications : 26<sup>th</sup> January 2025**

**Interview Date: 5<sup>th</sup> – 7<sup>th</sup> February 2025**

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

# Job Description

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<b>Job Title:</b>	Policy Officer – Joint Policy Unit
<b>Responsible to:</b>	Head of the Sands & Tommy’s Joint Policy Unit
<b>Location:</b>	Homebased
<b>Contract:</b>	1 Year Fixed-Term Maternity Cover
<b>Hours:</b>	35 hours per week
<b>Salary:</b>	£39,332 per annum pro rata plus £312 per annum Home Worker Allowance pro rata

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## Job description

The Policy Officer will support the Sands and Tommy’s Joint Policy Unit in its overall aim of achieving changes in policy and practice that will save more babies’ lives and reduce inequalities in pregnancy and baby loss. The role holder will:

- Lead on the development of a range of outputs that will support changes in policy (including briefings, policy reports and responses to consultations from government departments and public bodies).
- Conduct analysis of policy and translate insights from research and evidence into clear messages for policymakers and other audiences.
- Create clear, high-quality and evidence-based written-content that can be communicated to a range of audiences.
- Support publication and dissemination of Joint Policy Unit content.
- Engage effectively with a range of stakeholders, including officials in government departments and public bodies.
- Proactively identify opportunities to influence policy that will help the unit achieve its aims.
- Lead on various policy and research projects that form part of the unit’s workplan.
- Support the unit in administration of the joint unit’s policy programmes.



## **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 public policy, preferably in a health-related field.
- Excellent written and oral communication skills, and the ability to present complex information to different audiences in a clear and accessible way.
- Experience in leading 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.