

Sands
Application Information
Bereavement Care Resources Officer

May 2022

About Sands

Every day in the UK, 13 babies are stillborn or die shortly after birth.

Sands is the leading stillbirth and neonatal death charity and exists to reduce the number of babies dying and to support anyone affected by the death of a baby, before, during or shortly after birth.



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 around 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 practice and supports research to better understand the causes of baby deaths and save babies' lives.

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

Over the past 44 years, Sands has grown into a national charity with a powerful vision shared by dedicated volunteers, fundraisers, members, donors, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by over 40% since 2012 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.

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 Service

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 Aegon 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.

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 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 the leading stillbirth and neonatal death charity and exists to reduce the number of babies dying and to support anyone affected by the death of a baby before, during or shortly after birth.

We are looking for a collaborative and enthusiastic Bereavement Care Resources Officer to help us deliver Sands' aim of improving the quality and consistency of the bereavement care provided by professionals after pregnancy loss or the death of a baby.

This a newly-created role which exists to ensure that staff in hospitals and other settings providing bereavement care have access to the best possible resources, as well as updating and promoting Sands' bereavement care resources plus embedding bereavement care standards into key national frameworks such as NICE guidelines.

You will have an in-depth knowledge of the current practice, policy and guidelines in healthcare and bereavement, as well as experience of creating and updating guidance materials and written resources which remain responsive to the changing needs of internal and external stakeholders.

Additionally, you will be a great communicator with excellent interpersonal skills with the ability to reach out to, and engage with, diverse communities.

With a highly organised approach, you will have demonstrable experience of successfully managing and co-ordinating projects including the reporting, monitoring and measuring of outputs and impact.

In addition to the above, you will be able to absorb and understand complex issues and communicate them effectively to public and professional audiences.

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 : 30th May 2022

Interviews: 8th June 2022

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

Job Description

Job Title:	Bereavement Care Resources Officer
Responsible to:	Head of Bereavement Care & Hospital Liaison
Location:	Home based with occasional travel. Sands has an office in central London which is available for Staff to work in occasionally subject to agreement with line manager.
Contract:	Permanent
Salary:	£31,250 per annum plus £312 Home Worker Allowance
Hours:	Full Time – 35 hours per week

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. Ensure that staff in hospitals and other settings providing bereavement care have access to the best possible resources, by creating a repository of up-to-date tools and resources.
2. Regularly update Sands' Bereavement Care Guidance (including National Bereavement Care Pathways), as appropriate to each nation and ensuring these are inclusive to support the diverse experiences of bereaved parents and families.
3. Disseminate and promote bereavement care resources, making sure they reach a wide audience, for example through developing web content and digitising resources and guidance materials.
4. Embed bereavement care standards into key national frameworks such as Care Quality Commission inspection frameworks, NICE guidelines, NHS standards, workforce professional standards e.g. Nursing & Midwifery Council standards and those promoted by relevant Royal Colleges.
5. Create tools to support monitoring the impact of bereavement care.

Principle tasks

1. *Ensure that staff in hospitals and other settings providing bereavement care have access to the best possible resources, by creating a repository of up-to-date tools*
 - Create and maintain a central repository of bereavement care resources available to healthcare professionals. For example, creating a new toolkit to support the implementation of bereavement care standards in hospitals, developing leadership materials, and working with under-represented groups.
 - 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
 - Work with internal and external suppliers e.g. Communications & Engagement Team, designers and publishers to ensure resources are of a high standard

2. *Regularly update Sands' Bereavement Care Guidance (including NBCP pathways), as appropriate to each nation and ensuring these are inclusive.*
 - Regularly update the NBCP pathway materials to reflect best practice in the field, liaising with partners and professionals alike
 - Working with relevant experts, create content for blogs, video and audio content
 - In conjunction with the Sands Communications & Engagement team, co-ordinate the development of a series of blogs, video and audio content
 - Organise and run relevant in-person or on-line discussion groups with healthcare professionals and bereaved parents to develop these products
 - Report on uptake and usage of resources

3. *Disseminate and promote resources, making sure they reach a wide audience, for example through developing web content and digitising resources and pathway materials.*
 - Disseminate resources through Sands' existing networks of healthcare professionals, volunteers and parents as appropriate
 - Share activity via social media channels, regularly updating pages on the Sands and NBCP websites
 - Work with the Hospital Liaison Volunteer Team to ensure bereavement care resources are promoted and disseminated to healthcare professionals throughout the UK
 - Lead on the digitisation of existing and new pathway guidance materials

4. *Embed bereavement care standards into key national frameworks such as Care Quality Commission inspection frameworks, NICE guidelines, NHS standards, workforce professional standards e.g. Nursing & Midwifery Council standards and those promoted by relevant Royal Colleges.*
 - Scan national bereavement care policy to understand potential opportunities for embedding NBCP standards
 - Working with the Head of Bereavement Care and Hospital Liaison and partner organisations, develop relevant initiatives which support the embedding of excellent bereavement care standards at the national level
5. *Create tools to support monitoring the impact of bereavement care.*
 - Support the development of reporting processes which measure the NBCP's impact for bereaved parents and families, ensuring that this impact is built in to reporting systems
 - Evidence the effectiveness and impact of tools and resources on front-line practice
6. *General tasks*
 - Support the successful rollout of the National Bereavement Care Pathway (NBCP)
 - Support the development of a successful Hospital Liaison Volunteer programme
 - Work collaboratively with other Sands departments/teams, 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	Application and Interview
2. Essential	Experience of creating and updating guidance materials and written resources	Application and Interview
3. Essential	Experience of creating high quality tools and resources which remain responsive to the changing needs of internal and external stakeholders	Application and Interview
4. Essential	Experience of evidencing project success, including reporting, monitoring and measuring of outputs and impact	Application and interview
5. Essential	Excellent verbal and written communication skills with experience of drafting reports, newsletters and digital content	Application and interview
6. Essential	Ability to absorb and understand complex issues and communicate them effectively to public and professional audiences	Application and interview
7. 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
8. Essential	Experience of successfully managing / co-ordinating projects	Application and interview
9. Desirable	Ability to collate and analyse data effectively	Application and Interview
10. Desirable	Knowledge of NHS maternity and neonatal services, guidelines and systems	Application and Interview

Behavioural competencies		
Importance	Criteria	Assessment
11. 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
12. Essential	Diplomacy and the ability to discuss challenging issues in a sensitive way	Application and Interview
13. Essential	Highly organised with the ability to cope with demanding situations and work to tight deadlines	Application and Interview
14. Essential	A demonstrable commitment to and empathy with Sands' aims and comfortable working within a bereavement environment	Application and Interview
15. Essential	Able to maintain a high level of confidentiality regarding sensitive information	Application and Interview
16. Essential	Excellent verbal and written communication skills with the ability to reach out to, and engage with, diverse communities	Application and Interview
17. Essential	Excellent understanding and advocacy of issues relating to equality, diversity and inclusion	Application and interview
18. Essential	An understanding of and empathy with the issues surrounding the death of a baby, for professionals, parents and families	Application and interview