

Sands  
Application Information  
**Counselling Project Co-ordinator**

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April 2021

## About Sands

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Every day in the UK, 14 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 43 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](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.**

## 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 Service**

As part of its commitment to employee wellbeing, Sands offers independent, free and confidential counselling and information telephone service. Support is available on a range of issues including legal, financial, emotional, health issues and work related concerns.

### **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.

### **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.

### **Sands is a vibrant, growing charity!**

Sands has grown its income by over 40% since 2012 and is focusing on long-term growth, sustainability and success!

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!

## About the role

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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 to recruit a Counselling Project Co-ordinator to develop a UK accreditation and registration scheme enabling counsellors to develop a specialism in baby loss, focussing in particular on late miscarriage, stillbirth and neo-natal death. This is a key role which will help us to promote Sands' vision; a world where fewer babies die and when a baby dies those affected receive the best care and support for as long as they need.

In this vital role you will be responsible for the continuing professional development of Sands' Bereavement Support Services Officers, including supporting them with clinical supervision and identifying opportunities for training and development. The role also involves working with Sands' Training Team to develop our training services to counsellors.

You will be a qualified counsellor registered with the UKCP, BACP, BABCP or equivalent professional body and will either be accredited or working towards accreditation.

Excellent verbal and written communication skills are essential, as you will need to engage with clients using a range of evidence-based theoretical interventions as well having a passion for finding solutions to transform opportunities for clients.

You will need to demonstrate a high level of commitment to safeguarding, strength-based practice and equality as well as awareness of existing and emerging grief theory and recovery models.

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## 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](mailto:recruitment@sands.org.uk). Please also complete the Diversity and Equality Monitoring Form and send this with your application.

**Closing date for applications : 10<sup>th</sup> May 2021**

**Interview Date : w/c 24<sup>th</sup> May 2021**

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

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<b>Job Title:</b>	<b>Counselling Project Coordinator</b>
<b>Responsible to:</b>	Bereavement Support Services Manager
<b>Location:</b>	Working from home
<b>Contract:</b>	Two year fixed-term contract
<b>Salary:</b>	£32,000 per annum plus £312 per annum Homeworker Allowance
<b>Hours:</b>	Full-time, 35 Hours per week - Monday to Friday

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### **Main Purpose of Job:**

Responsible for the development of a UK accreditation and registration scheme enabling counsellors to develop a specialism in baby loss, focussing in particular on late miscarriage, stillbirth and neo-natal death.

Work with Sands' Bereavement Support Services and Training Teams to co-create and refresh Sands' training offer to counsellors

To be responsible for the continuing professional development of Sands Bereavement Support Services Officers, supporting them with clinical supervision and identifying opportunities for training and development

### **Helplines Toolkit:**

Helplines Partnership have shared a free Toolkit to improve homeworkers' set-up and help us all to think of how to work in a secure space that promotes the safety of our callers and our own wellbeing. Please take a look at the Toolkit using the link below:

[https://helplines.org/wp-content/uploads/2020/05/FINAL-HLP-Toolkit\\_Homeworking-Web-PDF.pdf](https://helplines.org/wp-content/uploads/2020/05/FINAL-HLP-Toolkit_Homeworking-Web-PDF.pdf)

## Principal tasks and responsibilities

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### **Responsibilities include but are not limited to:**

- Responsible for the development of a UK accreditation and registration scheme enabling counsellors to develop a specialism in baby loss, focussing in particular on late miscarriage, stillbirth and neo-natal death.
- Work with the BSS team and Sands' Training Team, to co-create and refresh Sands' training offer to counsellors
- As an important part of the Bereavement Support Services Team be responsible for the continuing professional development of Sands BSSO's, supporting them with clinical supervision and identifying opportunities for training and development
- Input into development of resources for specific groups e.g. sibling support, higher risk groups
- Support and enhancement of the Safeguarding function with the BSS Team
- Build relationships with other baby loss counselling providers across the UK, to ensure parents have choice and that Sands works collaboratively alongside these providers where appropriate
- Undertake direct client contact as part of the telephone and email helpline service, undertaking around 3 shifts per week.
- Develop Sands bereavement support and memory-making resources, with a focus on embracing digital and online support, as an integral part of the BSS team..
- Liaise with Sands Volunteer Groups to promote opportunities for volunteers who are trained in counselling and to link with existing counselling relationships regionally
- Liaise with other organizations to research existing provision for counselling around baby loss, ensuring Sands creates an offer that complements the picture for high-level provision to the public and the counselling profession

***This job description is not contractual and is liable to change over time***

# Person Specification

<b>Essential Criteria</b>	<b>Assessment</b>
A qualified counsellor registered with the UKCP, BACP, BABCP or an equivalent professional body and will be either accredited or working towards accreditation.	Application
A commitment to safeguarding, strength-based practice and equality are essential.	Application & Interview
The ability to engage with clients using a range of evidence-based theoretical interventions in order to make a difference.	Application & Interview
Excellent verbal and written communication skills are essential, combined with a passion for finding solutions to transform opportunities for clients.	Application & Interview
The ability to communicate clearly and sensitively with clients	Application & Interview
Dynamism and flexibility	Application & Interview
The ability to work confidentially from home (online) with clients and the staff team	Application & Interview
The ability to travel (once possible) for team meetings and other Sands' events	Application & Interview
A degree in psychology or a level 6 or above counselling qualification or equivalent	Application
Knowledge and awareness of existing and emerging grief theory and recovery models	Application & Interview
<b>Desirable Criteria</b>	<b>Assessment</b>
An understanding of the specific bereavement issues around stillbirth and neo-natal death	Application & Interview
Experience of planning and delivering remembrance events	Application & Interview
Experience of delivering an inclusive, multi-channel bereavement support service	Application & Interview
A relevant qualification in clinical supervision	Application