

Sands
Application Information
Healthcare Education Lead

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

An exciting opportunity has arisen for a Health Education Lead to join Sands' Training and Education Team. This newly created role is responsible for the delivery of our healthcare education programmes to improve bereavement care for families and help save babies lives. This role will take the lead on building a package of educational resources for healthcare professionals to support their professional development and continued improvements in practice.

The successful candidate will have experience of working clinically in the NHS in either early pregnancy, maternity or neonatal services. Knowledge of relevant guidelines, policy and best practice bereavement care following pregnancy loss or baby death is also a requirement.

With demonstrable experience of creating training for healthcare professionals and students, you will also have experience of delivering training to both online and face to face.

You will have excellent presentation skills, including the ability to write clearly and express complex or sensitive subjects simply and be able to collaborate with a range of stakeholders and subject experts to create educational materials.

An understanding of health inequalities in the UK and the impact on pregnancy loss, baby death and bereavement care is essential as well as having a working knowledge of the National Bereavement Care Pathway.

A highly developed communicator, you will be able to build effective working relationships with colleagues, volunteers, professional partners and target audiences as well as being extremely well organised with strong time management skills.

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 : 3rd June 2022

Interviews: w/c 20th 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:	Healthcare Education Lead
Responsible to:	Head of Training and Education
Location:	Home working
Salary:	£41,715 per annum plus £312 Home Worker Allowance per annum
Hours:	35 hours per week

Key Responsibilities

1. Lead on the delivery of Sands healthcare education programmes to improve bereavement care for families and help save babies lives
2. Build a library of educational resources for healthcare and other related professionals to support their professional development and continued improvements in practice
3. Ensure that Sands educational resources accessible and utilised in the NHS, Universities and other related organisations across the UK

Principal tasks

1. *Lead on the delivery of Sands healthcare education programmes to improve bereavement care for families and help save babies lives*
 - In close collaboration with subject experts, internal & external stakeholders create educational resources that improve the bereavement care parents receive and inform prevention strategies
 - Ensure all Sands educational materials are evidence based, relevant to current practice and guidelines
 - Sit on the National Bereavement Care Pathway training panel and contribute to the creation of impactful educational resources that support and help embed the pathway
 - Represent Sands by speaking at relevant external professional conferences, events and workshops
 - Manage Sands training staff, support and develop individual Trainers to maintain an effective team capable of providing a high-quality training
 - Work in collaboration with Sands Research and Prevention team to translate research evidence and prevention strategies into educational materials that have an impact on clinical practice

- Ensure that information about Sands educational materials is communicated to relevant audiences, Sands staff and supporters
2. *Build a library of flexible educational resources for healthcare and other related professionals to support their professional development and continued improvements in practice*
- Research and create flexible educational resources including webinars, eLearning learning modules, written resources, films, & face to face events
 - Contribute to the continuous development of Sands Training microsite and eLearning platform to ensure they remain engaging and relevant to the healthcare audience
 - Facilitate training events for healthcare professionals, students and related professionals
 - Lead train the trainer events for Sands trainers and offer guidance to Sands Trainers as they deliver relevant training ensuring training is consistent and of a high quality
 - Engage with Sands' design team to ensure all training resources are high quality and in line with Sands branding guidelines
3. *Ensure that Sands educational resources are relevant, accessible and utilised in the NHS and Universities across the UK*
- Consult with colleagues, volunteers and stakeholders to ensure educational resources are relevant, culturally appropriate and inclusive for anyone effected by pregnancy loss and baby death
 - Build effective working relationships with relevant clinical leads in the NHS, work with them to identify the bereavement care training needs of clinical staff and create suitable educational materials
 - Work with representatives from relevant professional bodies to ensure that Sands educational materials are incorporated into relevant training modules
 - Build effective working relationships with programme leads at Universities across the UK and work with them to ensure that student doctors, midwives and nurses receive comprehensive bereavement care training
 - Facilitate comprehensive train the trainer events for Sands Trainers and external colleagues, offer guidance to these colleagues as they go on to facilitate training events
 - Undertake continuous learning and professional development, attend relevant training events, webinars and conferences
4. *General tasks*
- Undertake any other duties commensurate with the role as required by the Head of Training and Education, Director of Research, Education and Policy, Chief Executive and Board of Trustees
 - Contribute to the successful delivery of Sands core aims and promote the Sands vision and values at all times

- Work flexibly with other members of staff and team, occasional evening/ weekend working is likely
- Maintain a high level of confidentiality and professional conduct
- Abide by all Sands Policies and Procedures
- Undertake all mandatory training as required
- Be familiar with matters relating to Health & Safety Management, affecting themselves, their department and the organisation as a whole

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

Person Specification

Skills and Experience		
Importance	Criteria	Assessment
Essential	Experience of creating a range of training and educational resources for healthcare professionals and students	Application and interview
Essential	Knowledge of relevant guidelines, policy and best practice bereavement care following pregnancy loss or baby death	Application and interview
Essential	Experience of delivering training to a healthcare audience both online and face to face	Application and interview
Essential	Experience of working clinically in the NHS in early pregnancy, maternity or neonatal services	Application and interview
Essential	Excellent presentation skills, including the ability to write clearly and express complex or sensitive issues simply	Application and interview
Essential	Experience of collaborating with a range of stakeholders and subject experts to create educational materials	Application and interview
Essential	Experience of using a range of IT packages, including PowerPoint, MSTeams, Zoom, Word, Outlook and Excel	Application and interview
Desirable	Experience of leading and line managing a mixed professional team	Application and interview
Desirable	Experience of providing bereavement care to parents and families in a hospital setting	Application and interview
Desirable	Experience of providing bereavement care to parents from a diverse range of backgrounds, cultures and communities	Application and interview
Desirable	Experience using the Perinatal Mortality Review Tool and Maternity Bereavement Experience Measure in practice	Application and interview
Desirable	Experience of using social media for sharing resources and educational messages	Application and interview
Desirable	Experience of producing digital educational resources e.g. podcasts, films and animations, eLearning packages	Application and interview

Core Competencies		
Criteria		Assessment
Essential	An understanding of and empathy with the issues surrounding pregnancy loss and baby death, for healthcare professionals, parents and families	Application and interview
Essential	An understanding of health inequalities in the UK and the impact on pregnancy loss, baby death and bereavement care	Application and interview
Essential	Knowledge of relevant guidelines, policy and best practice bereavement care following pregnancy loss or baby death	Application and interview
Essential	Working knowledge of the National Bereavement Care Pathway	Application and interview
Essential	Knowledge of guidelines, policy and practices relating to perinatal mortality prevention, including reviews and investigations	Application and interview
Essential	Excellent interpersonal skills with the ability to build effective working relationships with colleagues, volunteers, professional partners and target audiences	Application and interview
Essential	Knowledge of adult learning theory and appropriateness of educational resources	Application and interview
Essential	Ability to manage own workload, be well organised and demonstrate strong time management skills	Application and interview
Essential	Enthusiasm for continued learning and a willingness to adapt to changing circumstances	Application and interview