

Sands & Tommy's Policy Unit

Working together
to save babies' lives

Application Information

Maternity Consortium Co-ordinator and Engagement Lead (6-month Fixed-Term Contract or Secondment)

JULY 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, 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.

Working in partnership with professionals, trusts and health boards, we offer 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.

Additionally, we promote improvements in 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.

Over the past 46 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 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.

About Tommy's

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

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.

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

The charities Sands and Tommy's have come 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 aim 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.

Tommy's and Sands are members of the VCSE Health and Wellbeing Alliance leading a [Maternity Consortium](#) that includes National Maternity Voices (NMV), the Pregnancy and Baby Charities Network (PBCN) and a number of community organisations.

As part of the Health and Wellbeing Alliance we are funded up until the end of March 2025 to deliver the Maternity Consortium. The purpose of the consortium is to use our collective expertise to join up national and local voices behind a common agenda – to reduce health inequalities for families throughout the whole pregnancy journey from pre-conception and through the first year of a baby's life. This role will coordinate the work of the Maternity Consortium helping member organisations and those with lived experience to inform and shape national policy. A summary of previous Maternity Consortium projects is available [here](#).

We are looking for someone who is passionate about reducing health inequalities and collaborative working. You will be a great communicator with experience of successfully developing and managing collaborative projects, along with the ability to build strong stakeholder relationships and networks.

Additionally, you will need to be proactive with the ability to work across different organisations and on your own initiative. You will have the skills to be able to absorb and understand complex issues and get them across in a clear and concise way.

We need someone who can coordinate the planning, engagement, events and policy activity of the Maternity Consortium. You will be a people person with a positive, warm style, who can support and motivate people and organisations to engage with projects.

Please note this role will be offered on either a 6-month fixed-term contract or secondment. The successful candidate will need to be able to start the role during October 2024.

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"

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

Closing date for applications : 1st September 2024

Interview Date: w/c 16th September 2024

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

Job Description

Job Title:	Maternity Consortium Coordinator and Engagement Lead
Responsible to:	Head of the Sands & Tommy's Joint Policy Unit
Location:	Home-based
Contract:	6 month fixed-term contract or secondment
Hours:	35 hours per week
Salary:	£39,332 per annum pro rata plus £312 Home Worker Allowance per annum pro rata

Job description

Main Purpose of Job:

- Coordinate and deliver the work of the Tommy's and Sands Maternity Consortium
- Support all Maternity Consortium Members to deliver activity and participate in the work of the VCSE Health and Wellbeing Alliance (HW Alliance)
- Engage with partner organisations to seek out and listen to the voices of women, birthing people and families using maternity and neonatal services
- Support delivery of communications and engagement associated with the Maternity Consortium and Health and Wellbeing Alliance
- Contribute towards planning for the future of the VCSE Health and Wellbeing Alliance.

Responsibilities:

Project Coordination

- Maintain, monitor and deliver the overarching Maternity Consortium work plan (both proactive and reactive elements) and reporting arrangements
- Coordinate the core work of the Maternity Consortium
- Manage projects the Maternity Consortium is leading on or the appropriate part of the project when working in partnership
- Organise Maternity Consortium meetings; agree agendas with Consortium Leads, send out materials to attendees, book meetings, take minutes and distribute these among agreed and updated contact lists
- Act as a point of contact for members of the Maternity Consortium

Enable Maternity Consortium Members to influence national policy development

- Facilitate input from Maternity Consortium Members so that they can inform emerging national strategy, policy and programme development
- Develop relationships with policy colleagues across DHSC, NHSE/I and UKHSA acting as a link between policy colleagues and members of the Maternity Consortium
- Contribute to meetings, workshops and webinars to inform and develop plans, programmes or policies, highlighting the impacts on women, birthing people and families using maternity and neonatal services
- Collaborate with other Health and Wellbeing Alliance members to identify intersectional issues to inform and have a greater impact on policy and programme development

Seek out and listen to the voices of women, birthing people and families using maternity and neonatal services

- Engage directly with Consortium Members, other VCSE organisations and/or people with lived experience to gather their views.
- Work with members of the Maternity Consortium to amplify the voices of communities who experience the greatest health inequalities
- Authentically represent the varied views of women, birthing people and families using maternity and neonatal services

Engagement and communications

- Work creatively, respectfully and collaboratively within the Maternity Consortium and the wider HW Alliance to co-produce solutions, promoting and valuing participation
- Communicate across the Maternity Consortium the work undertaken through the HW Alliance and support Maternity Consortium members to understand and share the impact of the Health and Wellbeing Alliance's work
- Ensure all members of the Maternity Consortium are aware of key developments within health and care, and how they can respond appropriately, including sharing health and public health announcements in tailored messages to reach communities in the most effective way

Person Specification

- Experience of successfully developing and managing collaborative projects and/or alliances (essential)
- Experience of developing policy or position papers and resources (essential)
- A passion for inclusion and a commitment and demonstrable commitment to addressing inequalities (essential)
- Ability to manage and communicate with a significant number of stakeholders and organisations (essential)
- Excellent verbal and written communication skills with experience of drafting stakeholder communications, papers, reports and briefings (essential)
- An outstanding, 'hands on', people person with a positive, warm style, who can support and motivate people and teams to engage with projects with positive outcomes (essential)

- Ability to work flexibly on own initiative and have good time management skills (essential)
- Able to manage several work streams simultaneously and meet deadlines under pressure (essential)
- Ability to absorb and understand complex issues and communicate them effectively to public and professional audiences (essential)
- Strong planning and organisational skills to manage multiple projects at pace, on time and on budget with great attention to detail (essential)
- Experience of using a range of MS Office software (Word, Excel, PowerPoint, Teams) and other packages (essential)
- Able to maintain a high level of confidentiality regarding sensitive and confidential information (essential)
- Knowledge of NHS structures and organisation in general, and of maternity and neonatal services in particular (desirable)