

Sands Application Information

Sands United / Sports Mental Wellbeing Co-ordinator

October 2020

About Sands

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 40 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 the strategic plan to 2020, 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 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.

Season ticket loan

Subject to qualifying criteria, Sands offers interest free loans to purchase season tickets for the journey between home and work.

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 to 2020, 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

This is a key role which supports the developing network of Sands United sports teams. At present there are 32 teams which provide an opportunity for bereaved men to gain support and resilience from playing sport together and sharing their stories. The clubs were set up initially to meet the gap in support for men through their grief.

The primary focus of this role is to work with Sands United clubs around the country and develop the bereavement support structure within the clubs, without losing any of the informal support that happens when bereaved parents get together with a shared aim. The role will link with all our bereavement support services including the safeguarding function, to ensure that sports team members have access to these.

We are looking for an enthusiastic individual who has a good understanding of the impact of physical activity on mental health and well-being to join our expanding team. The post-holder will also have a good understanding of the grief process. Initially this will be focused around men's football teams; however, we envisage this being transferrable to other sporting activities, including women's and mixed gender teams, and to individuals in the near future.

You will have excellent verbal and written communication skills, have a highly organised approach and be able to demonstrate good team-working. A recognised mental health qualification would be desirable.

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 : 22nd November 2020

Interview Date w/c 30th November 2020

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:	Sands United / Sports Mental Wellbeing Co-ordinator
Responsible to:	Director of Volunteering & Bereavement Support , with dotted line to Sands United Relationships Manager
Location:	Home-based, with extensive travel when possible within the UK, including devolved nations and Northern Ireland
Contract:	Permanent
Salary:	£15,908 per annum (£26,512 FTE) plus £130 per annum Home Working Allowance (£216 FTE)
Hours:	21 hours per week, primarily over evenings and weekends.

Developing support for bereaved men is a priority for Sands. Sands United was devised and developed by volunteers and is born out of a clear need for fathers and other male relatives to be able to access support in a different way from that which Sands currently provides. As with the success of other volunteer originated ideas, Sands United has massive potential to provide a less formalised type of support network for bereaved men (including fathers, siblings and other family members) or anyone else who could benefit from this means of bereavement support.

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The post-holder will work with the wider Bereavement Support Services Team and Sands United Relationships Manager role to develop other types of bereavement support.

The hours will be worked flexibly throughout the week and at evenings and weekends where necessary, to support club and Sands events.

Key Responsibilities

- Work with the Sands United Relationships Manager and Bereavement Support Services Manager to develop consistent support and referral pathways to BSS services for all players within teams
- Work with the Bereavement Support Services Manager and BSS Co-ordinator - Digital to ensure smooth and effective transition between services
- Work with the Bereavement Support Services Manager to ensure Sands United Welfare volunteers are trained and supported effectively
- Offer immediate, sensitive telephone, email and social media support to bereaved individuals and others who contact Sands via Sands United clubs and to refer on for longer term support to our existing bereavement support service as necessary.
- Document key information from calls and emails and assist the Bereavement Support Services Coordinator - Digital to collate information and identify patterns
- Support the Sands United Relationships Manager by offering opportunities for debriefing after calls
- Lead on the development of Sands United Online Community section and collaborate on providing responses to emails and moderating posts on the wider Online Community.
- Supporting other Sands teams in responding to enquiries and requests which include a bereavement support element.
- Highlight key Sands United developments to the Bereavement Support Services team and other teams as needed.
- Regularly provide feedback from Sands United developments to help inform the wider work of the Bereavement Support Services team.
- To support Sands communication function in the area of bereavement support.
- To support the evaluation of Sands United as a model of bereavement support.
- Attend regular external clinical supervision sessions to reflect on work (Sands will fund these sessions on a monthly basis).
- Input to and attend key external Bereavement Support events.
- Use video conferencing to attend team meetings and organisation-wide staff meetings.
- Attend away days.
- Attend training as needed and participate in the development of training.
- Contribute to the ongoing review and development of Sands United bereavement support materials, website copy and the Bereavement Support App.
- Any other duties as commensurate with the role.

*If the postholder holds a voluntary position within a Sands United sports team, they will be required to step back from this role whilst in a paid post at Sands as soon as possible for clarity; continuing to play for a team is of course very much encouraged.

Person Specification

Importance	Criteria
Essential	Demonstrate an understanding of and empathy with the issues surrounding the death of a baby.
Essential	Demonstrate an enthusiasm for sport and an understanding of the benefits of sport for positive mental health.
Essential	Proven ability to support others around issues of bereavement.
Essential	Demonstrate a warm, clear, and considered telephone manner.
Essential	Excellent active listening skills
Essential	Demonstrate compassion for others and a non-judgemental attitude.
Essential	Evidence of professionalism and boundaries.
Essential	Demonstrate a good understanding of the role of gender in the grief process and the impact on relationships.
Essential	Excellent verbal and written communication skills and ability to use these appropriately to offer telephone and email support to bereaved individuals and others contacting Sands.
Essential	A thorough understanding of confidentiality and safeguarding.
Essential	Ability to represent professionally the views and positions of Sands clearly and distinctly from any personal opinions.
Essential	Demonstrate the ability for accurate and up-to-date record keeping.
Essential	Demonstrate strong research skills to be able to identify opportunities for external relationships or signposting to other organisations.
Essential	Able to manage own workload, be well organised and demonstrate strong time management skills.
Essential	Demonstrate a reliable, positive attitude towards work.
Essential	Demonstrate a willingness to work well within a team.
Essential	Prepared to reflect on own practice and attend regular clinical supervision.
Essential	Willing to attend meetings as required.
Essential	Willing to keep skills up to date and attend training as necessary.
Essential	Willing to keep up to date with developments in bereavement support.
Essential	Have access to a private space for receiving and returning calls.
Essential	Ability to travel around the UK
Desirable	A qualified counsellor from an accredited course

Desirable	Demonstrate a strong understanding of group dynamics.
Desirable	Previous experience of bereavement support work.