



Sands
Application Information

Head of Training and Education

March 2025

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.

Sands works to ensure that everyone affected by pregnancy and baby loss receives the care and support they need. We provide training so that everyone who comes into contact with bereaved parents and families has the knowledge, skills and confidence to offer sensitive, safe care and support. Our accredited training is available across the UK.

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.

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.

Saving babies' lives. Supporting bereaved families.

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.

Saving babies' lives. Supporting bereaved families.

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

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

Our Training and Education team ensure that healthcare professionals and volunteers have the knowledge and skills to offer safe care to families during pregnancy, and the highest quality care and support following the death of a baby. Our vision is for Sands to be the sector leader with a range of flexible, high-quality learning.

We are looking for an outstanding and people-focused candidate to lead and develop the team, including the promotion and delivery of programmes that positively impact on improving bereavement care and saving babies lives.

The Head of Training and Education will work with the Director of Research, Education and Policy to develop and deliver an effective strategy. Additionally, the post-holder will develop opportunities to expand our paid-for training provision, improve the accessibility for those who need/want our training and develop our training provision for volunteers and staff.

With significant experience of leading and motivating a large team, you will be able to plan, create and deliver national training programmes and educational resources. An excellent understanding of different training and education methods, including digital tools and resources is therefore essential.

An experienced senior manager, you will be able to contribute to the organisations' strategic direction and have experience of setting individual and team objectives.

With a track record of providing thought leadership and innovation to develop creative solutions, you will be diplomatic and be able to establish productive working relationships with colleagues, volunteers and external stakeholders.

An understanding of the issues surrounding the death of a baby for healthcare professionals, parents and families is essential. You will also need to have an excellent understanding of the principles of equality, diversity and inclusion.

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.

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 : 2nd April 2025

Interview date : w/c 14th April 2025

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:	Head of Training and Education
Responsible to:	Director of Research, Policy and Education
Location:	Home working
Hours:	35 hours
Salary:	£51,000 per annum plus £312 per annum Home Working Allowance
Contract:	Permanent

Purpose

The training and education team works to ensure that any professional or volunteer with a duty of care to those who are pregnant or who meet bereaved parents and families has the knowledge, skills and confidence to offer safe care during pregnancy and the highest quality bereavement care and support.

We provide professionals and volunteers with learning opportunities to help them develop these essential capabilities. Our vision is for Sands to be the sector leader with a range of flexible, high-quality learning opportunities that are easily accessible to those who need them.

Key Responsibilities

- 1. Lead and develop the Training and Education Team**
- 2. Lead Sands' work to develop and deliver training and education programmes that have an impact on improving bereavement care and support for families and help save babies lives**
- 3. Develop and deliver Sands' training offer for volunteers and staff to ensure they receive the training required to succeed in their role**
- 4. Improve the accessibility and reach of our training and education service for those who need/want our training**
- 5. Strategy and service development, operational planning and budget management**

Principal tasks

Lead and develop the Training and Education Team

- Lead the training and education team ensuring that all members feel supported, valued and motivated.
- Coach, support and encourage continued professional development amongst team members.
- Set individual and team objectives ensuring all training content is delivered to a consistently high quality.
- Review, manage and improve staff performance as required.
- Lead change programmes, including supporting behavioural change, working across Sands with different teams to provide leadership and direction.

Lead Sands' work to develop, promote and deliver training and education programmes that have an impact on improving bereavement care and support for families and help save babies lives

- Ensure Sands maintains its professional, high-quality training and learning offer through:
 - The delivery of free open access training webinars as an introduction to Sands' training and to promote other opportunities to learn
 - Creating and delivering income generating bespoke training sessions (face-to-face and webinar) for professional audiences that are of highest quality and in line with relevant research, practice, policy and guidelines
 - Creating a suite of eLearning modules to support the live training we offer.
- Ensure that all educational resources and training modules are evaluated, reviewed and regularly updated so that content remains relevant, inclusive and evidence based.
- Continually enhance the range of subjects and types of training available so that the differing needs of professionals/volunteers are catered for. Within this, collaborate with external stakeholders, researchers and subject experts to expand Sands' training offer to include new relevant topics such as disseminating learning from research, clinical skills, team leadership, perinatal mental health and health inequalities.
- Develop and expand Sands' business-to-business training offer to professionals such as counsellors, employers and the police.
- Design, plan and create an enhanced suite of tools for the workplace, including eLearning modules and digital resources for fee generation.
- Secure and maintain professional accreditation for Sands' training from relevant professional bodies.
- Undertake continuous professional development and maintain an up-to-date knowledge of:
 - a) Current practice and new developments in perinatal health throughout the UK
 - b) Plans for, and implementation, of services across the UK
 - c) Relevant research and professional guidance

d) Relevant medical literature

e) Changes in the law, regulation and financial issues which may affect bereaved parents in

England, Scotland, Wales and Northern Ireland.

Develop and deliver Sands' training offer for volunteers and staff to ensure they receive the training required to succeed in their role

- Plan and deliver a strategy designed to ensure Sands volunteers, including befrienders, hospital liaison, welfare officers etc. receive the on boarding training and ongoing training required.
- Lead effective working groups of colleagues from across Sands to ensure smooth and successful on boarding, training and ongoing support of volunteers.
- Work with colleagues to identify the bereavement training needs of staff, then create and deliver accessible and relevant training and educational resources.
- Work with teams across Sands to feed into staff induction, learning and development initiatives as appropriate.

Improve the accessibility and reach for those who need/want our training

- Maintain and develop our Learning Management System (LMS) and learning hub where participants can access learning information and resources at a time to suit them.
- Develop training and education into a more digital offer with eLearning and webinar training opportunities for healthcare, volunteer, staff and workplace groups.
- Work with the Technology and Data team to continually improve ways of working, to free up staff time and improve accessibility for participants.
- Continually evolve and enhance the Sands training microsite as new training services are launched or new reports/research/materials are published.
- Work with colleagues to deliver targeted marketing of training to those professionals who are not aware of the training that Sands can offer.
- Network with target audiences to promote the importance and availability of our training.
- Work with other teams across Sands to increase the profile of Sands educational expertise and ensure that training is included in Sands communications and wider campaigns and stakeholder engagement activity.
- Provide thought leadership and innovation to drive improvements in training and education.

Strategy and service development, operational planning and budget management

- In conjunction with the Director of Research, Education and Policy, develop and deliver an effective strategy for Sands' Training and Education activity.
- Demonstrate impact, set and report on annual objectives and KPIs for Training and Education activity, maintaining strategic oversight of the Training and Education Team ensuring opportunities are maximised and planning is joined up.
- Develop, monitor and maintain the annual budget for Training and Education activity.
- Help to develop Sands training business-to-business offer, developing opportunities to expand our paid-for training provision.
- Support opportunities to secure external funding for training and education activity.
- Be a member of the Leadership Group contributing to key decisions relating to strategic direction as well as delivery of objectives.

General

- Deputise for the Director of Research, Education and Policy when required.
- Undertake any other duties commensurate with the role as required by the Director of Research, Education and Policy, Chief Executive and Board of Trustees.
- Model the culture and values of Sands at all times and facilitate the successful delivery of Sands core aims.
- Represent Sands at external events and conferences.
- 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 and 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 leading, motivating, coaching and improving the performance of a large team including permanent staff and sessional workers	Application and interview
Essential	Experience of planning, creating, delivering and evaluating national training programmes and educational resources	Application and interview
Essential	Demonstrate an understanding of different training and education methods, including digital tools and resources	Application and interview
Essential	Experience of being a member of a senior management team and contributing to organisational strategic direction and delivery of objectives	Application and interview
Essential	Experience of setting and achieving individual and team objectives	Application and interview
Essential	Significant subject knowledge and expertise in current practice, policy and guidelines in perinatal healthcare	Application and interview
Essential	Experience of developing and implementing new operational processes and systems	Application and interview
Essential	Ability to assess risk/benefits in order to take appropriate and timely senior management decisions	Application and interview
Essential	Experience of managing new and complex strategic projects from start to finish, including project groups made of different professionals/skills and experiences	Application and interview
Essential	Demonstrable budget management and income generation skills, as well as proven ability in work planning skills	
Essential	Excellent communication and presentation skills, including the ability to write clearly for health care staff and to express complex issues simply for a non-medical audience	Application and interview
Core Competencies		
	Criteria	Assessment
Essential	Ability to make change happen, set an example and guide a team through change	Application and interview
Essential	Ability to provide thought leadership and innovation to develop creative solutions	Application and interview
Essential	Excellent interpersonal skills with the ability lead and inspire colleagues and deliver successful cross-organisational projects	Application and interview
Essential	Diplomacy and the ability to discuss challenging issues in a sensitive way	Application and interview
Essential	Ability to build effective working relationships with colleagues, volunteers and external stakeholders	Application and interview

Essential	An understanding of and empathy with the issues surrounding the death of a baby, for professionals, parents and families	Application and interview
Essential	Excellent understanding and advocate of issues relating to equality, diversity and inclusion	Application and interview
Essential	Committed to continued learning and professional development	Application and interview