



We help children and young people (up to age 25), parents, and families, to rebuild their lives when a child grieves or when a child dies.

We also provide training to professionals, equipping them to provide the best possible care to bereaved families.

Role	Part-time Bereavement Support Practitioner
Hours	22.5 hours per week Initial 12 month fixed term contract to 31 March 2022 and <i>subject to continued funding from Glasgow Children's Hospital Charity</i>
Rate	£26,000 per annum (pro-rata)
Reporting to	Glasgow NHS Bereavement Services Team Lead
Base	The Royal Hospital for Children - Glasgow

Role summary

In 2017 Child Bereavement UK was commissioned by NHS Greater Glasgow and Clyde with funding from Glasgow Children's Hospital Charity to provide bereavement support for families bereaved of a baby or child, and training and support for hospital staff.

To support the NHS Bereavement Services Team Lead in the provision and evaluation of a service that ensures families and professionals can access high quality bereavement support in situations where a baby or child has died or is dying, with specific responsibility for providing bereavement support in individual, couple and group settings, and assessing the needs of siblings. To contribute to the training and support of professionals whose roles bring them into contact with bereaved families.

Child Bereavement UK's Bereavement Support and Education comprises:

- A National Help Line providing telephone support, information and guidance to families and professionals
- An interactive website with information with online discussion forum for families
- Family Bereavement Support Services in a variety of locations across the UK providing a range of responses including telephone support and guidance on particular areas of concern for families either pre-bereavement, in the immediate aftermath of a death or in the longer term; a booked-call telephone support service; individual, couple and family support sessions; support groups for parents experiencing baby and child death; a family group programme for children bereaved of someone important in their life; Young People's Advisory Groups, (a youth service for young people aged 11-25) and liaison with schools and other staff working with a child/young person to ensure holistic support
- National support for families bereaved in particular circumstances: e.g. family support groups for bereaved forces families, peer support for people bereaved by homicide.
- Collaborative working with other agencies to provide bereavement support in a variety of geographic locations across the UK

The ethos of Child Bereavement UK's Bereavement Services is:

- To provide support that encourages open communication within the family both pre and post bereavement and fosters resilience in bereaved children, young people and parents
- To provide information for bereaved families about grief and help them understand some of the feelings they may experience
- To find ways of remembering the person who has died, whilst coping with the challenge of adjusting to living a changed life
- To provide families with the opportunity to meet others with similar experiences in a safe, non-threatening environment
- To provide training and support for professionals coming into contact with bereaved families in the course of their work.

Key working relationships

- Glasgow NHS Bereavement Service Team Lead
- Director of Development: Scotland
- Director of Bereavement Support and Education
- Bereavement Services and Education Senior Management Team
- External organisations including providers in health, education and the third sector

Principle responsibilities

- To work with the NHS Bereavement Services Team Lead in providing and evaluating a service for NHS Greater Glasgow and Clyde to support parents bereaved of a baby or child, up to the age of 18.
- To uphold the ethos of CBUK's bereavement service in what is offered to families.
- To work within national and CBUK guidelines and policies, ensuring that practice is standardised, ethical and safe for families, staff and volunteers. This includes child protection, complaints and grievance procedures.
- To support the NHS Bereavement Services Team Lead in developing and establishing CBUK's services as a source of advice and support for families and professionals across NHS Greater Glasgow and Clyde where a baby or child is dying or has died.
- To provide a programme of individual and couple sessions, and to develop and provide facilitated peer groups for parents bereaved of a baby or child. To assess the needs of siblings, giving initial guidance and support and signpost to the most appropriate long-term support.
- To support the provision of the national CBUK booked telephone support service for parents bereaved of a baby or child, who live in more remote locations.
- To empower other professionals offering advice, resources and support through joint working, when working with bereaved parents and families.
- To provide support as is required to families and hospital staff, outside of office hours in line with NHS Greater Glasgow and Clyde Major Incident protocol.
- To facilitate awareness training and workshops for staff across NHS Greater Glasgow and Clyde and offer consultancy and support services, as appropriate.
- To assist the NHS Bereavement Services Team Lead in monitoring and evaluating the bereavement services.
- To participate in supervision, both individually and as part of the team.
- To maintain and improve own professional competence and accountability.
- To assist the NHS Bereavement Services Team Lead in the strategic and operational development of the service, in response to identified need.

General terms and conditions

Equal Opportunity

All employees must comply with Child Bereavement UK's Equality Policy and must not discriminate against anyone on the grounds of race, colour, nationality, ethnic or national origins, religion/faith or beliefs, sex/gender or gender reassignment, marital or civil partnership status, age, sexual orientation or disability, or any other grounds which cannot be shown to be legally and morally justifiable.

Health and Safety

All employees are subject to the requirements of the Health & Safety at Work Act and are also expected to comply with the Charity's Health & Safety Policy and Operational Guidelines which may vary depending on your job role and working location. The post holder is required to ensure that his/her work methods and behaviour do not endanger themselves or others.

Data Protection/Confidentiality

All employees are subject to legal requirements to protect personal and special categories of personal data in accordance with the Data Protection Act 2018. Everyone is expected to maintain strict confidentiality in respect of client and staff records and information.

Variation

This job profile is not intended to be a complete list of duties and responsibilities but is a guide for information. It may be reviewed and changed in the light of the evolving needs of the Charity and as part of an individual's personal development plan. Any changes will be made following discussion with the post holder.

Person specification

REQUIREMENT	ESSENTIAL	DESIRABLE
EDUCATION, TRAINING AND DEVELOPMENT	<ul style="list-style-type: none"> Recognised health, social care or counselling qualification Training in working with loss and bereavement across the life-span 	
KNOWLEDGE/ EXPERIENCE	<ul style="list-style-type: none"> At least 2 years relevant experience of working with adults, children and families Experience of working with bereaved families Understanding of peer group work/facilitation Experience of working with traumatic grief Ethnic and cultural awareness Knowledge of support services available for parents and families Experience of liaison and networking with statutory and voluntary organisations Knowledge of the statutory frameworks relevant to working with parents and families 	<ul style="list-style-type: none"> Experience of working using the telephone as the medium for communication Experience of delivering training in loss and grief
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Excellent verbal communication and listening skills Ability to communicate clearly and sensitively in writing Ability to work alone and with a multidisciplinary team Computer and database skills 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> Excellent communicator Highly motivated and able to motivate others Relates well to adults Positive attitude, energy and drive Ability to work under pressure 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> Available to provide support outside of office hours Flexible to work occasional evenings or weekends 	

Richard Stafford
February 2021