

#### **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.**

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| **Role** | Bereavement Support Practitioner |
| **Hours** | 15 hrs per week (0.4 FTE) |
| **Rate** | £24,000 per annum (£9,600 pro-rata)  Fixed Term Contract to 31 August 2023 |
| **Reporting to** | Director of Bereavement Support and Education |
| **Base** | Finneston, Glasgow |

**Role summary**

To support the Bereavement Services Team Lead in the provision and evaluation of a service that ensures families and professionals can access high quality bereavement support where children or young people are bereaved, or in situations where a baby or child has died.

## CBUK’s Bereavement Support and Education comprises of:

## A national Helpline providing telephone support, information and guidance to families and professionals as well as Live chat email, digital/social media support.

## An interactive website with information and guidance for families and professionals

## A Bereavement Support Service offering support from a variety of locations across the UK providing a range of responses including telephone support, digital support, face-to-face support, with guidance on particular areas of concern for families either pre-bereavement, in the immediate aftermath of a death or in the longer term; individual, couple and family support sessions; groups for families and groups for young people and liaison with the school and other staff working with child to ensure holist support

## Collaborative working with other agencies to provide bereavement support in a variety of locations across the UK.

## Our vision is for all families to have the support they need to rebuild their lives, when a child grieves or when a child dies.

## Our mission is to tackle the inequalities that exist in the availability, accessibility and quality of bereavement support and training across the UK and to build capacity within communities to manage the impact of child bereavement.

## Our overall aim is to ensure that all grieving families can access the support they need, free of charge, from services that operate to excellent quality standards; and that professionals working with bereaved families have access to high-calibre bereavement training which is based on robust evidence and best practice.

## Our ethos:

## Learning from bereaved families will always be at the heart of everything we do

## We model and promote best practice in the field of bereavement support

## We adopt a collaborative ethos to extend support for bereaved families, working with other organisations to provide an incrementally improving picture of national child bereavement support

## We seek to influence mainstream services, policy makers and other relevant bodies to ensure the best possible support for bereaved families and the professionals who care for them.

## Our services aim to:

## encourage open communication within the family both pre and post bereavement and foster resilience in bereaved children and young people

## empower families rather than create dependency

## provide information for bereaved families about grief to help them understand some of the feelings they may experience

## help families find ways of remembering the person who has died, whilst coping with the challenge of adjusting to living a changed life

## provide families with the opportunity to meet others with similar experiences in a safe, non-threatening environment,

## provide support for those coming into contact with bereaved families in the course of their work, including CBUK staff

# Key working relationships

* Director of Development - Scotland
* CBUK Director of Bereavement Support and Education
* Scotland Bereavement Services Team Lead
* Bereavement Services Team
* All CBUK departments
* CBUK Volunteers
* Referral agencies, especially statutory service providers in health and education

# Principle responsibilities

* To work with the Bereavement Services Team Lead in providing and evaluating a service in Scotland to support families where a child is bereaved, and to parents bereaved of a baby or child, of any age
* 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 Bereavement Services Team Lead in developing and establishing CBUK’s services as a source of advice and support for families and professionals across Scotland
* To support the Bereavement Services Team Lead in the selection, training and support of volunteers for the Bereavement Service in Scotland
* To provide a programme of individual, couple and family sessions, and to develop and provide facilitated young people’s groups and peer groups for parents bereaved of a baby or child
* To liaise with agencies external to CBUK as appropriate, sharing expertise, information, skills and resources effectively, ensuring the widest possible area of need is met
* To empower other professionals offering advice, resources and support through joint working, when working with bereaved parents and families
* To assist the Bereavement Services Team Lead in monitoring and evaluating the bereavement services
* To participate in supervision, both individually and as part of the Scotland team
* To maintain and improve own professional competence and accountability
* To assist the Bereavement Services Team Lead in the strategic and operational development of the service, in response to identified need
* To facilitate local bereavement awareness sessions, as appropriate

# 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

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| **REQUIREMENT** | **ESSENTIAL** | **DESIRABLE** |
| EDUCATION,  TRAINING AND DEVELOPMENT | * Recognised current health, social care or counselling qualification * Training in working with loss and bereavement across the lifespan |  |
| KNOWLEDGE/  EXPERIENCE | * 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 * Understanding of diversity and inclusion needs * Knowledge of Support services available for parents and families * Experience of Liaison and networking with statutory and voluntary organisations * Knowledge of the statuary frameworks relevant to working with parents and families | * Experience of providing virtual support * Experience of delivering training in loss and grief |
| SKILLS AND ABILITIES | * Excellent verbal communication and listening skills * Ability to communicate clearly and sensitively in writing. * Ability to work alone and with a multidisciplinary team * Computer skills | * Knowledge of database systems |
|  | * 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 | * Flexible to work occasional weekends and evenings * Flexible to travel to external training events if required |  |