

Peer to Peer Groupwork Facilitator

September 2024

Application Information



Welcome

Hello prospective candidate! We are really pleased that you are interested in working with us here at The Lullaby Trust. Let us tell you more about our organisation.

It is a key time to be joining the charity and helping us to continue to save babies' lives and support bereaved families. The charity has been hugely successful, but the work is far from done. The impact of the sudden death of a baby is wide and never goes away, as we know from the families that we support. This drives all our work, across each department. We are a close and friendly staff team who all share passionately in the charity's objectives, vision and values

Following the successful pilot peer to peer support group we ran early in the year, we are seeking a dedicated and compassionate Peer to Peer Groupwork Facilitator to set up, lead and deliver a year-long group programme for bereaved families who have experienced the sudden and unexpected death of a baby or young child. If you are enthusiastic and have the skills and experience we are looking for, we encourage you to apply.

Jenny Ward
Chief Executive





About us

The Lullaby Trust is a charity that saves babies' lives and supports bereaved families. Around 3 babies a week still die from sudden infant death syndrome (SIDS) and we are committed to bringing that number down to zero.

Through educating parents on how they can reduce the risk of SIDS and investing over £12million in research, we have played a key role in reducing the number of babies who die from SIDS by 83%, saving the lives of more than 30,000 babies.

Each year we train thousands of health professionals to support parents in sleeping their baby safely. We campaign tirelessly to raise awareness of SIDS and ensure our life saving advice reaches all parents.

The Lullaby Trust supports bereaved families, through our helpline and befriending scheme. Our work with the NHS to provide a Care of Next Infant Programme (CONI) offers a lifeline to bereaved families expecting a new baby.

At The Lullaby Trust, we provide an incredibly supportive working environment that embraces hybrid working, flexible hours, and individually tailored schedules. This empowers you to plan your work life according to your personal preferences and commitments, ensuring a fulfilling and balanced professional experience. If this interests you, we would love to hear from you!



Our Values

CARING

We care about all the people we support and always show compassion, warmth and understanding.

REASSURING

We are supportive, clear, informative and non-judgemental

TRUSTWORTHY

We have expert knowledge based on scientific evidence, data and experience

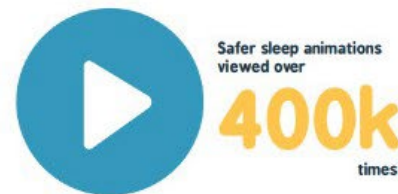
DRIVEN

We won't stop until no baby dies suddenly and unexpectedly



Our Impact 2022-23

OUR YEAR in numbers



The Role

Post	Peer to Peer Groupwork Facilitator
Location	Home based
Department	Support and information
Salary	£300 per session (including admin time)
Hours	2-3 hours per week (session plus admin time) Freelance
Responsible to	Head of Support and Information

Main function of job

As the Peer to Peer Groupwork Facilitator you will set up, lead and deliver a year-long peer to peer group programme for bereaved families who have experienced the sudden and unexpected death of a baby or young child.

The groupwork is based on a programme led by Harvard University and Boston's Children's hospital and has structured sessions drawing upon psychological model of CBT, although the sessions are not therapeutic. Each session has a theme and incorporates education, guidance and support.

You will establish and deliver a new peer online support group, facilitating group formation, and enhancing service delivery and creating a safe and welcoming space for bereaved families.

Outside the group sessions you will be responsible for managing the administration and evaluation of the service, including and collection of questionnaires and feedback required for reporting purposes and supporting members with any signposting requirements processing referrals, carrying out eligibility screening, monitoring the waiting list and inputting and keeping all database member and service records up to date.

Main Duties & Responsibilities



1. To ensure the group formation and support:

- Oversee the setup, operation and facilitation of running 5-6 x 90 minutes online groupwork sessions, meeting weekly over the course of 1 year. Manage the process for sending out joining instructions, introductory, follow-up and reminder emails and feedback/evaluation questionnaires.
- To follow the ISPID-closed group model based on a programme led by Harvard University and Boston's Children's hospital and follow the structure and themes incorporating education, guidance and support. Refer families who may need additional support to the Support Team to follow up.
- Work with the Bereavement Support Team to process and allocate referrals into the groups.
- Implement and assess the overall well-being of the group before the 1st session and following the 6th session by using the Warwick and Edinburgh Mental Wellbeing Scales (WEMWBS).

2. To monitor, evaluate and report on the support groups in accordance with organisational requirements.

- Ensure smooth delivery, monitoring, and evaluation of group activities.
- Manage the process for sending out joining instructions, introductory, follow-up and reminder emails and feedback/evaluation questionnaires.
- Email those who didn't attend to check wellbeing.
- Refer families who may need additional support to the Support Team to follow up .
- Send out certificates to those who complete the sessions.
- Gather Case studies/feedback from families for the Income and Engagement Team
- Create a Final Report at the end of the project.

3. Other responsibilities.

- Ensure any safeguarding concerns are actioned in accordance with the organisation's Safeguarding Policy.

Person Specification

Qualifications/education required:

- Groupwork facilitation - National Diploma in Groupwork Practice or similar.
- Minimum of two years post qualification experience and be currently working as a counsellor or psychotherapist. (450 hours minimum of therapeutic hours).

Competencies required:

- Experience of direct work with bereaved families.
- Experience of groupwork facilitation, comprehensive understanding of groups dynamics, holding the group and individual and joint processing.
- Lived experience of baby loss (must be at least 4 years bereaved)
- Strong Experience of facilitating online support groups with an ability to work reflexively and creatively in the moment is critical.
- Ability to work flexibility in evening/weekend session to provide more flexibility for the families if needed.
- Excellent digital, written and verbal communication skills.
- Good organisational skills with the ability to manage competing priorities.
- Experience of communicating sensitively with families and bereaved parents .
- Understanding of the General Data Protection Regulation.

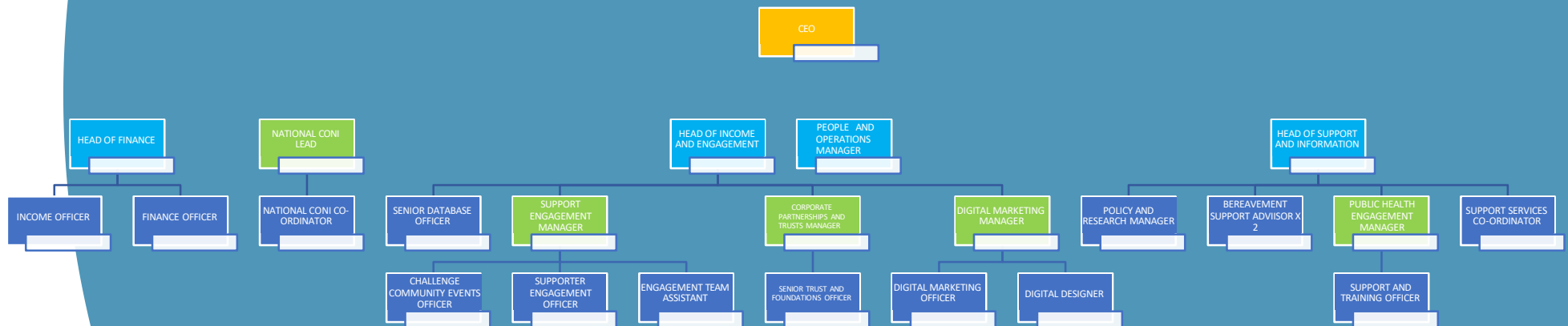
Personal characteristics required:

- Ability to maintain confidentiality.
- Able to work collaboratively as member of a team.
- Able to manage and communicate status of workload.
- Willingness to adapt to changing priorities.
- Self-disciplined to work remotely at home.
- Commitment to the organisation's strategic goals.
- Ability to work under own initiative and think on the spot.
- Demonstrable ability to work independently.
- Commitment to high standards in all areas of work .

Specialist training required:

- Training will be provided on safer sleep advice.

Organisational Structure



Key Benefits

- 25 days annual leave plus 8 days paid public holidays every year (pro rata for part time staff)
- Additional leave between Christmas and New Year when the office closes
- Flexible and remote working is available to all staff
- Enhanced company Maternity and Parental Leave
- Any member of Staff affected by loss of a close family member will be granted compassionate leave paid at their normal salary
- Ability to buy up to 5 extra days of holiday
- A company pension scheme with matched contributions of up to 5% after 3 months
- A healthcare cash plan free of charge to all staff, enabling staff to claim 100% of the costs of everyday healthcare up to annual limits
- 24/7 Employee Assistance Programme offers free, confidential and impartial support, information, and counselling service to staff on legal, financial, debt management and emotional issues
- Long service leave entitlement after 3 years of service
- Up to 1-year unpaid sabbatical leave after 5 years of service
- Free travel loan to work after successful probation
- Free eye-care vouchers after successful probation
- Free will writing service



Removing bias during the recruitment process

- In line with our commitment and desire to build a diverse workplace we have put some processes in place to ensure a fair recruitment process.
- **The Application**
- If written format is not your preferred method of communication, we also offer the opportunity to apply via video recording instead. Simply send us a video recording of yourself answering the key questions on the application form via Whatsapp to 07884666106 and our recruitment team will type them up to maintain your anonymity.
- The recruitment process is blind. When you apply, your personal details are anonymised to avoid any unconscious bias and we use a standardized scoring system to ensure fair shortlisting of candidates for interview.
- Ask our recruitment team any questions or voice any concerns and the team will happily support you in overcoming any barriers that we may have missed.
- **The Interview**
- We will be as flexible as we can to ensure you can attend your interview. We send out any interview tasks you will be asked prior to your interview to give you time to prepare meaningful answers.
- We have a member of the team who is trained in Safer Recruitment on the panel for each interview to ensure a fair and safe process.
- We use a standardised scoring sheet for each interview with pre-agreed criteria based on the Candidate Pack and any tasks. At the end of the interview, each panel member gives their overall score and we take an average of these to reduce any risk of bias.

To Apply

Please visit the job advertisement on charity jobs to apply .
Applications will close on Monday 7th October 2024 at 5pm.

Early applications are encouraged as we will review applications throughout the advertising period, and reserve the right to close the advert early should we receive a sufficient number of applications.

Interviews may be held during the advertising period or shortly after the close date.

Please note interviews will be held over Microsoft Teams.

If you have any questions, or would like to discuss your application, please email the People and Operations Manager on office@lullabytrust.org.uk

