



each

East Anglia's
Children's Hospices



Applicant pack

Nurse

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We invest in people Standard

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Letter from our CEO

Dear Applicant,

Thank you for your interest in this hugely important role with East Anglia's Children's Hospices (EACH).

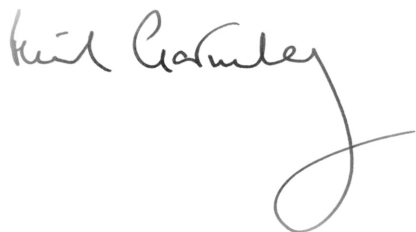
At EACH we care for babies, children and young people with life-threatening conditions and support their families, offering a range of services across Cambridgeshire, Essex, Norfolk and Suffolk. Our family-centred approach includes end of life care, specialist symptom management, short breaks, wellbeing activities, mental health therapies, counselling and volunteer services in the family home, meeting needs of the child and all the family. For families, including those who have been bereaved, we are able to give them the best in the worst possible situation.

We have three hospices - Milton in Cambridge, The Nook in Norwich and The Treehouse in Ipswich. We offer care and support in the hospice, in the family home and the community. EACH is accredited by Investors in People and has a diverse workforce of 330 employees and 50 bank staff predominantly employed across three hospice locations, nearly 50 retail outlets and a central services team based at Milton in Cambridgeshire. All our employees, both care and professional services, play a big part in making a difference to the lives of families at a time when they need it most.

If you would like to join our wonderfully dedicated team and have the skills, passion and experience, we would very much welcome an application from you.

Thank you once again for your interest in EACH - and good luck!

Yours faithfully,



Phil Gormley
EACH Chief Executive

Amari's story

Whilst still in the womb Amari was diagnosed with Edwards Syndrome. Since birth she has lived with many complex health conditions including a hole in her heart, cysts on the brain, delayed mental development, poor muscle strength and oral feeding problems.

Amanda, Amari's mum. "Just knowing EACH is still there and willing to help and support us is another important comfort. This journey is difficult and uncertain, and what EACH provides is some form of certainty in the guidance and support they provide to families facing the loss of a child."

[Read Amari's story here](#)



What do we do at EACH?

We offer families flexibility and control over where they receive their care and support, including where their child dies; at home, in hospital or at one of our three hospices at Milton, The Nook and The Treehouse.

We work with a holistic, family led approach, involving our whole team which includes qualified nurses, clinical nurse specialists, counsellors, care assistants, play specialists, music therapists, art therapists, physiotherapists, occupational therapists, a family therapist and spiritual care advisors.



We need to raise
£7.8m from retail
and **£6.7m** from
fundraising every year
to keep our hospices
running

CQC rates all
three of our
hospices as
Outstanding



There are currently
620
children, young
people, babies &
family members
receiving our care
and support

Last year
499 children
and young people
received our support

We offer
24/7
care and advice

Discover more about EACH
and our vision to lead the way
in children's hospice care in
our four year strategy.

[View it here](#)

Our care
covers
5,000
square miles

More than half
of our care is
provided in the
family home and
local community





Benefits of working for EACH

- Enhanced annual leave entitlement - 27 days plus eight bank holidays
- Additional holiday purchase scheme
- AVIVA pension package – up to 7% employer contribution including life assurance
- NHS pension - continuation of if already contributing
- Enhanced maternity and paternity leave
- Flexible working opportunities

Free eye tests
and discounts for
VDU users

Specsavers Corporate eyecare

Cycle to work
scheme



Free onsite
parking -
depending on
location

Employee Assistance
Programme – work
and personal life
support

health assured

Hybrid working
- depending
on role

Personal
development
supported
through training
plan and clinical
supervisions



Blue Light Card

charityworkerdiscounts

Charity Worker
Discount Card

Long service
recognition and
additional
holiday at 5 and
10 years



Meet the Team

What is it like to be a Nurse at EACH?

CQC rates all three of our hospices as Outstanding



Care experiences

Our care is varied and can be unpredictable at times, ranging from providing routine planned short breaks to end of life care, sometimes at short notice. Having the time to provide individual and holistic care and support, often over many years, will be uniquely rewarding for you.

Your development

We ensure designated time for you to complete clinical skills and palliative care training programmes focused on:

- Maintaining our existing skills
- Developing new skills
- The knowledge required for you to develop and specialise as a children's palliative care nurse.

Clinical Educator Team - working alongside you to provide individualised training and support.

Career progression

Supported opportunities for career progression include **management, clinical and education pathways** dependant on how you would like to progress.

We believe in empowering you to continue your professional development and promote your wellbeing.

This includes your regular attendance at **clinical supervision and safeguarding supervision sessions, team days, management supervision and appraisals.**

We also encourage you to participate in quality assurance activities and development groups.



Meet Nurse
Pete Maxey



EACH Milton

Our hospice in Cambridgeshire



The Treehouse

Our hospice in Suffolk



The Nook

Our hospice in Norfolk

Take a tour of our hospices

Our Vision, Mission & Values

Our Vision

We aspire daily to lead the way in providing world-class care for children with life-threatening conditions. Every child deserves support, alongside their families, whenever and wherever they need it.

Our Mission

To improve the quality of life and wellbeing of every child and family under our care, by providing individual and comprehensive services at all times.

Our Values

Empathy and understanding

Understanding the views and feelings of others is central to our work relationships and how we interact daily.

Commitment to quality

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve.

Open and respectful

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour, and hold ourselves accountable for maintaining a positive and considerate work environment.

Make it happen

We are empowered to take responsibility for getting things done.

How to apply:

www.each.org.uk/jobs

Get in touch:

hrinbox@each.org.uk

Sign up for our vacancies e-bulletin
to get regular updates on your
preferred roles.

Sign up today



**Vacancy
update**