



**each**

East Anglia's  
Children's Hospices



# Applicant pack

## Care

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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).

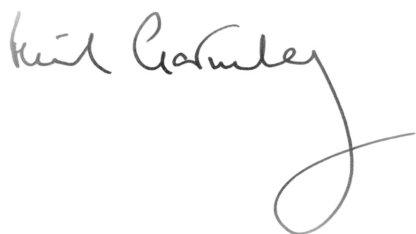
At EACH we care for babies, children and young people with life-threatening conditions and support their families, offering a range of services across Cambridgeshire, Essex, Norfolk and Suffolk. Our family-centred approach includes end of life care, specialist symptom management, short breaks, wellbeing 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, Milton, The Nook and The Treehouse.

Care and support is provided by qualified nurses, clinical nurse specialists, counsellors, care assistants, play specialists, music therapists, art therapists, physiotherapists, occupational therapists 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 8 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 work in Care at EACH?



Meet Music Therapist  
**Ray Travasso**



Meet Play Specialist  
**Hailey Allen**



Meet Wellbeing Lead  
**Jules Gibson-Cranch**



Meet Physiotherapist  
**Jess Miller**



Meet Counsellor  
**Amy Brown**

Click on the therapists name to hear more about why they enjoy working for EACH.



**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](http://www.each.org.uk/jobs)

## Get in touch:

[hrinbox@each.org.uk](mailto:hrinbox@each.org.uk)

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to get regular updates on your  
preferred roles.

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**Vacancy  
update**