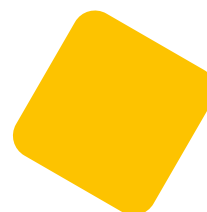




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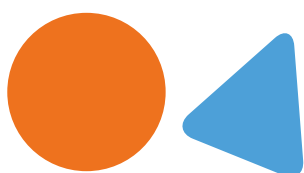
East Anglia's  
Children's Hospices



# Applicant pack

## Nurse

1. Letter from our CEO
2. What do we do at EACH?
3. Benefits of working for EACH
4. What is it like to be a Nurse at EACH?
5. Our Vision, Mission & Values



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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).

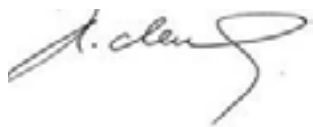
At EACH we care for babies, children and young people with life-threatening conditions and support their families, offering a range of services across Cambridgeshire, Essex, Norfolk and Suffolk. Our family-centred approach includes end of life care, specialist symptom management, short breaks, wellbeing 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 over 400 employees predominantly employed across three hospice locations, over 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,



Kevin Clements  
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  
**£9.8m** from retail  
and **£8m** from  
fundraising every year  
to keep our hospices  
running



There are currently  
**793**  
children, young  
people, babies &  
family members  
receiving our care  
and support

CQC rates all  
three of our  
hospices as  
Outstanding



Last year  
**532** children  
and young people  
received our support

We offer  
**24/7**  
care and advice

Our care  
covers  
**5,000**  
square miles

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

[View it here](#)

Find out more about  
our family events  
and groups.

[View it here](#)

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

# The value and benefits of working for East Anglia's Children's Hospices (EACH)

We are extremely proud to shout about the value and benefits of working for us. From financial reward and lifestyle benefits, to investing in you and ensuring your wellbeing, we work hard to drive and nurture a positive, values-led and inclusive workplace culture – for everyone.

## FINANCIAL

- Annual salary review
- Matched NHS Agenda for Change pay for clinical roles – subject to annual trustee approval
- Continuation of NHS pension scheme – if previously contributed
- Excellent group personal pension package – up to 7% employer contribution
- Significant life assurance – three times base salary
- A comprehensive health cash plan, inc. cashback on a range of healthcare bills
- Enhanced maternity and paternity pay
- On-call payments for evenings and weekends
- Enhanced company sick pay
- Competency-based pay framework for our retail employees
- Bonus payment scheme for new employee referrals
- Long-service awards
- Free onsite parking and subsidised meals at our hospices
- Free tea and coffee
- High street retailer discount schemes – Blue Light Card and Charity Worker Discounts
- Specsavers eye-test vouchers
  - Cycle to work scheme – saving up to 42% on bikes and accessories
  - Tax-free payroll charity giving scheme.

## INVESTING IN YOU

- Personal and professional development, including qualification and accreditation opportunities
- Apprenticeship, Preceptorship and Nurse Associate programmes
- Clear, functional career progression pathways
- Personalised learning and development platform
- Networking opportunities, inc. conferences and forums
- Opportunities to contribute to organisation-wide projects.

## WELLBEING – YOU MATTER

- Health cash plan
- Regular management and external clinical supervision
- Full annual appraisals
- Personalised wellbeing support
- Paid volunteering days
- Employee Assistance Programme – personal and worklife life support
- Occupational health support.

*Please note some benefits are role dependent and/or subject to successfully completing your probationary period with us.*

## LIFESTYLE

- Enhanced annual leave of 27 days plus bank holidays – 29 days after 5 years and 33 after 10
- Extra holiday purchase scheme – up to one week each year
- Flexible and part-time working opportunities
- Bank working opportunities.

## WORKPLACE CULTURE

- An inclusive culture in which our people can thrive
- A clear, joined-up Mission and Vision
- Values firmly embedded in everything we do:
  - Make it happen
  - Commitment to quality
  - Open, respectful and accountable
  - Empathy, understanding and inclusion
- An award scheme recognising outstanding values-led behaviour
- Employee engagement forums.



# 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, understanding and inclusion

Understanding the views and feelings of others is central to our work relationships and how we interact daily. We actively encourage unique perspectives, backgrounds, and experiences of others, fostering an environment where all voices feel valued.

### 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, respectful and accountable

We operate in an honest, respectful and collaborative way, encourage open constructive feedback and celebrate diverse viewpoints. We are mindful of the power of our words, actions and biases, and hold ourselves accountable to ensure a safe and inclusive environment for everyone.

### 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)

Create an account and get alerts when vacancies arise for your preferred roles.

**Sign up today**



**Vacancy  
update**