

# Bluebell Wood

CHILDREN'S HOSPICE



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[www.bluebellwood.org](http://www.bluebellwood.org)



01909 517 360

Charity no: 1076958. Company no: 3809663.

# Bluebell Wood Children's Hospice

- At Bluebell Wood Children's Hospice, we provide specialist palliative care for babies, children and young people with life-limiting or life-threatening conditions. We support children and their families from the point of diagnosis, throughout the child's life, death and beyond.
- We currently provide care and support to around 310 babies, children, young people and their families across South Yorkshire, North Nottinghamshire, North Derbyshire and North Lincolnshire. Our support services are wide-ranging and bespoke to each family.



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# Bluebell Wood Children's Hospice

- Planned short breaks in the Hospice and at home.
- Hospice day services
- Care after death
- In-reach to hospitals
- Nurse led symptom management team
- Advance Care Planning
- 24/7 Telephone Advice
- Transition Team
- Parent/Carer wellbeing
- Groups, e.g. wiggles and rhymes, sing and sign, youth group
- Music Therapy
- Counselling
- Bereavement support
- Wishes and Grants
- Sibling support



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# Development of our workforce

- In 2022 Bluebell Wood had a period of temporary closure due to challenges with staffing shortages.
- We implemented a new strategy to ensure sustainability and continued care, as part of this work we restructured and strengthened our workforce.
- This included introducing the role of the Nursing Associate into our Care Team.
- We have developed a clear pathway for career progression, staff can join the organisation as a 'level 1' support worker(band 3 NHS equivalent) and when opportunity allows, apply to be a Student Nursing Associate.
- Our first Student qualified in March 2025; we currently have another student who's in her first year of the programme and have employed a further 4 qualified Nursing Associates.





“From my perspective, introducing SNA and NA roles into a children’s service can bring a huge amount of value. The breadth of experience the role offers across all fields of nursing is something organisations should welcome.”

“It is important to view the NA role as meaningful and beneficial, not simply as a stopgap in the workforce.”

“The apprenticeship route is a real strength. It grounds theory directly into daily practice and vice versa, which builds confidence and clinical competence throughout the programme. By the time NAs qualify, they make up a workforce that is already experienced within the service and able to hit the ground running.”





“One thing I think makes a big difference is clearly defining what the role will look like before implementation: the responsibilities, expectations and how it fits within the wider team.”

“Being the first NA felt quite daunting at times and integrating into the team both as a student and later as a qualified NA came with challenges. Having the team fully on board from the start really improves the experience for everyone.”





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“There is a lack of clear definition from the NMC about the scope of the NA role. This can work in favour of services because it allows flexibility, but it can also mean that people in the role end up with unlimited or unclear responsibilities. It is important that services set their own boundaries for the role that are clear, reasonable and safe, and that they do not take advantage of that flexibility.”

“Honesty is also key when it comes to routes and opportunities. If a service can support progression, that is brilliant, but if not, being open about that helps manage expectations.”

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“In children’s nursing specifically, I believe NAs can offer a lot. Many come with backgrounds in adult, learning disability or mental health settings, which is incredibly valuable given how common learning disability, sensory regulation needs and mental health challenges are for young people. The flexibility and adaptability within the NA workforce is a real asset that deserves to be valued.”



# What next at Bluebell Wood?

- We are continuing to develop the role of the Nursing Associate within our organisation; we work closely with our Nursing Associates to help shape the role and embed it into our Team.
- It is an ongoing project that we are continually reflecting on and learning from.
- We deliver a fully Nurse-Led Service in the Hospice. We hope in the future we will be able to support staff complete their top-up degree, giving Nursing Associates an opportunity to progress and develop further in their career at the Hospice.

# Thank you

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