

Blythe House Hospice

Blythe House Hospice was founded in 1989 following a legacy left by Stan Blythe to Reverend Betty Packham, who set up Blythe House Hospice in memory of Stan. In 2020 the Hospice merged with Helen's Trust, a charity established in 2001 in memory of local Derbyshire woman Helen Louise Lyon. The merging of these two charities provided more high-quality care and support to those affected by life-limiting illnesses across the whole of North Derbyshire.

Blythe House Hospice's purpose is to support, look after, and care for people, whether that is someone living with a life-limiting illness, caring for someone who is, or grieving the death of a loved one. The Hospice provide tailored care to best support when it matters most. The Hospice employs 86 staff and has 234 volunteers providing guidance on all aspects of life-limiting illness.

The Challenge

The Hospice demonstrated a strong awareness of and commitment to supporting the carers of its patients. Additionally, while it had already implemented several carer-friendly practices for its staff, there was a desire to enhance these efforts and offer even greater value to their teams. This included exploring ways to better identify unpaid carers and ensure that information and support were consistently accessible—whether someone was applying for a role, newly hired, or already part of the organisation.

The Solution

A review of existing support was carried out, from which an action plan was created, this included:

- Creating a new carers policy
- Updating existing leave policy to include paid carers leave
- Reviewing recruitment procedures and made changes to include asking about caring responsibilities on application form.
- Reviewing the induction process to incorporate carer awareness and workplace support
- Seeking volunteers for carers champion role. Four carers champions have completed the training
- Delivering Carer Awareness training to managers.
- Including carer awareness and support in regular wellbeing and 1-2-1s.
- Scheduling staff drop-in events, facilitated by Carer Champions, to provide peer-to-peer support
- Using existing comms resources to communicate to all staff, including staff questionnaires, noticeboards and newsletters



Carer Friendly Employer Quality Mark presented in May 2025.

Feedback

Sarah Sewell, Community Engagement Officer at Blythe House Hospice, and new Carer Champion as part of this initiative said:

'We are incredibly proud to receive the Carer Friendly Employer Quality Mark, which highlights our dedication to fostering a workplace culture that supports and empowers unpaid carers. We recognise the invaluable contribution carers make, both at home and within our organisation, and we remain committed to ensuring they have the support they need to balance their responsibilities.'