



St Teresa's
Hospice



Recruitment Pack 2025

Registered Charity No: 518394

www.darlingtonhospice.org.uk

About St Teresa's Hospice

St Teresa's Hospice is a registered charity dedicated to providing compassionate hospice care for adults and their families who are adjusting to a life living with life-limiting conditions.

For nearly 40 years we have been delivering palliative and end-of-life care to individuals across Darlington, North Yorkshire and South Durham.

What began as a small home care volunteer team has now developed into a comprehensive hospice offering a wide range of holistic services. These include: our wellbeing hub, hospice at home, inpatient care, lymphoedema care, complementary therapies and family support, all designed to support and assist those we serve.

Our care seeks to improve quality of life in various ways, such as support and advice on symptom control, emotional and spiritual care, social care and providing personal care when it is needed at the end of life.



We help over **1,200** people every year.

We have an involvement with **18%** of residents who have died in Darlington.

94% of service users would recommend us to their friends and family.

94% of our patients achieve their preferred place of care.



Our Mission

**Our Mission sets out why we exist,
our purpose:**

“To provide appropriate care to any person in the terminal phase of their illness and to support the whole family during this time and in bereavement.”



Our Vision

**Our Vision sets out what we want to be known
for, what we are here to achieve:**

“All in our community facing the end of their life are supported to live life to the full and die with dignity in a place that is right for them, knowing their loved ones are supported.”

Our Values

Our Values are our core beliefs.

They explain who we are, how we work, what we believe in and stand for:



A welcoming space

Creating a safe, shared and inclusive space where everyone feels valued and respected.



Dedicated to care

At our very heart is holistic care, comfort and dignity for all.



Compassion in all we do

Everything is centred on empathy, kindness, understanding and respect.



Support at every stage

We offer assistance, encouragement and guidance to everyone throughout their personal journey.



Excellence in everything

Delivering professionalism and the highest of standards in everything we do.

Our Work

St Teresa's Hospice is a registered charity (No: 518394), providing palliative and end-of-life care and support in Darlington, South Durham & North Yorkshire. We care for people with life-limiting illnesses, their families and their carers. Our aim is to provide the best possible care to those who need it.

Who do we help?

St Teresa's Hospice helps anyone with a life-limiting illness which is no longer responding to curative treatment. Our aim is to help people to live with their illness and provide support to their carers. We are based in Darlington but also work in South Durham and parts of North Yorkshire.

Do we charge patients or carers?

Our core services are free of charge. In addition, we can provide outpatient sessions in acupuncture and massage therapy, over and above someone's free course of treatment.

Where do our funds come from?

St Teresa's Hospice is a charity and it costs over £3m a year to run our services. The majority of our funds come from our fantastic local community, through fundraising events, legacy giving and through our retail shops. Some of our income comes from contracts we have with NHS and other providers.



Working at St Teresa's Hospice

Our 2025 staff survey highlights what our team values the most:

Making a Meaningful Difference



- Staff feel fulfilled by supporting patients and families during difficult times.
- Rewarding work that contributes positively to people's lives.
- Sense of achievement in delivering high-quality care.

Supportive & Collaborative Teamwork



- Strong team spirit and mutual support among colleagues.
- Management is approachable and fosters open communication.
- Positive and inclusive work culture, described as a "family atmosphere".

Hospice Environment & Organisational Ethos



- A caring and welcoming workplace that aligns with personal values.
- Charity-driven mission creates a compassionate work culture.
- St Teresa's Hospice is seen as a special, supportive and rewarding place to work.

Flexible Working & Work-Life Balance



- Appreciation for flexible working arrangements that accommodate personal commitments.

The Woodlands

St Teresa's Hospice is based at The Woodlands in Darlington. This site combines the charm of a historic listed building, beautiful grounds and purpose built facilities to offer high quality care in a welcoming space. Built in 1815, The Woodlands has been described as “the jewel in the crown” of the stately homes and mansions of Darlington and has been home to several notable families.

The Woodlands is the base for all our hospice activities and supporting offices. Our retail teams are based across seven charity shops throughout the region, including our Darlington warehouse and superstore.



The Board of Trustees

The Board of Trustees, Chief Executive Officer and Senior Management Team are responsible for the management and the governance of the hospice.

They help us to ensure that we are achieving our mission, vision and values.



**Carol
Charlton**
Chair



**Charles
Clinkard**



**Martin
Brown**



**Diane
Murphy**



**Steve
Metcalfe**



**Graeme
Kirkpatrick**



**Chris
Barron**



**Janet
Probert**

Senior Management Team



Nicola Myers
Chief Executive



Deborah Robinson
Director of Service
Development



Kirsty Woods
Finance
Manager



Louise Shutt
Director of
Clinical Services



Lucy Daynes
HR
Manager

Benefits of Working for Us

We offer several benefits to our staff, including:



Training & development opportunities



Flexible working schemes



Eligibility for Blue Light discount card



Free yoga classes



Pension schemes for all



Free will-writing service



Workforce events



Free Employee Assistance Programme



Discounted complementary therapies



Free parking at The Woodlands



Free eye tests for computer users



Free flu jabs for hospice-based staff



Discounted local leisure centre membership

...and more!



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Contact us for vacancy enquiries

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