

## **Willow Burn Hospice Equality Position Statement**

**The purpose of this Position Statement is to provide equality and fairness for all in our service delivery and employment practices, and not to discriminate on grounds of gender, gender reassignment, gender identity, marital status (including civil partnerships), pregnancy and maternity, race, ethnic background, nationality, national origin, disability, sexual orientation, age, religion or belief.**

- We oppose all forms of unlawful and unfair discrimination.
- We recognise, respect and value diversity and will strive in all we do to serve the interests of, and engage with, our patients, carers, employees, volunteers and the community in general.
- Willow Burn Hospice is committed to eliminating discrimination and encouraging diversity amongst our employees and volunteers. We want our people to be truly representative of all sections of society and for each employee to feel respected and able to give of their best.
- We are proud of our employees and volunteers, we respect who they are; we listen to their views and invest in helping them meet their full potential.
- All employees and volunteers, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, volunteering, promotion, training or any other opportunity will be solely on the basis of aptitude and ability.
- Individuals will be helped and encouraged to develop their full potential and the talents.

### **We will create an organisation that:**

- Is accessible to and meet the needs of all our patients, carers, employees, volunteers and supporters;
- Truly represents all sections of our community, valuing the contribution that employees, patients, carers, volunteers and supporters make to our mission and vision;
- Fosters an environment in which individual differences are recognised and valued;
- Tackles behaviours and attitudes that might contribute or reinforce the perceived or real threat of inequity and discrimination;
- Treats everyone with fairness, understanding, dignity and respect;
- Actively involves others in developing and refreshing our diversity policies through appropriate consultation;

- Promotes equality of opportunity for all;
- Proactively seeks feedback from our community.

## **Accountability**

Our Board of Trustees and the Director of Operations are accountable for equality, diversity and inclusion in both employment and service provisions. All line managers have a responsibility for ensuring that the Position Statement is applied effectively and fairly across all departments. It will be the responsibility of everyone in the organisation to adhere to this Position Statement and actively promote this within their work.