Hospice at Home West Cumbria
Equality, Diversity and Inclusion (EDI) Statement

Hospice at Home West Cumbria (HHWC) is committed to upholding the principles of equality, diversity and inclusion as an integral part of delivering high-quality, person-centred care. We recognise that a fair, respectful and inclusive working environment enables our staff and volunteers to perform at their best and ensures our services are accessible and sensitive to the needs of the communities we support.

Equal Opportunities: HHWC is committed to promoting equality, diversity and inclusion in all aspects of its work. Promoting equality by fostering a culture of fairness, dignity and respect, ensures we create an inclusive environment that supports both our workforce and the people who rely on our services.

HHWC is an equal opportunities employer. We recruit, employ and promote individuals based on their skills, experience and potential, and we do not discriminate against anyone on the basis of protected characteristics as set out in the Equality Act 2010.

Valuing diversity: HHWC is committed to valuing diversity where all staff and volunteers are treated with dignity and respect. We recognise that individuals bring different backgrounds, experiences and perspectives to the organisation and that this enhances the quality and effectiveness of our work. We strive to provide reasonable adjustments where required and to ensure that our processes remain accessible, fair and free from discrimination as outlined in our Fair Treatment at Work policy.

All employment decisions including recruitment, development and progression, are based on ability, qualifications and suitability for the role, as well as the potential to develop within it.

HHWC does not tolerate any form of direct or indirect discrimination, harassment or victimisation on the grounds of any protected characteristic as defined by the Equality Act 2010. This includes age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origins), religion or belief, sex, and sexual orientation. These principles apply across all areas of employment, including recruitment, terms and conditions, training, career development, transfer, and dismissal.

All staff and volunteers have the right to work in an environment in which their dignity, welfare and human rights are respected and protected. This includes the right to raise concerns freely, to have those concerns taken seriously, and to be safeguarded from unlawful discrimination, harassment, bullying or violence. All staff and volunteers are encouraged to uphold and promote the human rights of the people who use our services.

All staff and volunteers have a responsibility to contribute to a culture of equality, fairness and respect. This involves ensuring that their actions, decisions and behaviour reflect these principles, complying with all relevant policies and procedures and refraining from any conduct that may discriminate against colleagues, people accessing our services, donors, suppliers, or any other individual connected with the organisation.

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