



1. Equality and Diversity Policy

Hospice at Home West Cumbria is committed to promoting equality and diversity in all its activities to promote inclusive processes, practices and culture.

We are committed to eliminating any discrimination. We will ensure that everyone who receives our care or services, and work and volunteer for us and with us, receives equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics, as defined by the Equality Act (2010)).

We will continue to strive towards a culture that is diverse and inclusive that recognises and develops the potential of all trustees, staff, volunteers and service users. We recognise the benefits and opportunities of having a diverse community of trustees, staff and volunteers who value one another and recognise the contribution they can make to achieve the aims of Hospice at Home West Cumbria in delivering high quality palliative and end of life care services to the people of West Cumbria.

2. Aims

Hospice at Home West Cumbria defines:

- **Equality** as promoting equality of opportunity and treatment for each and every individual in contact with the Hospice.
- **Diversity** is about valuing and reaping the benefits of a varied workforce that makes the best of people's talents whatever their backgrounds. It means respecting individual differences – visible and non-visible – and cherishing their value to our organisation.

3. Approach

Our approach to equality and diversity is based on the following principles:

- **Fairness:** We will work in a way which promotes equality and diversity and which does not discriminate against any of our trustees, staff, volunteers or service users.
- **Respect:** We will work in partnership with staff, volunteers and service users and partner agencies to encourage an inclusive culture where everyone receives respect and can voice their diverse needs, knowing that they will be heard.
- **Honesty:** We will work to ensure that our practices are transparent and open to scrutiny.
- **Providing opportunity:** We will work towards a culture where all staff, volunteers and service users have the opportunity to reach their full potential.