



Equality and Diversity Statement



This is an easy read version of our Equality and Diversity statement. This is about how we make sure things are fair and everyone gets equal chances and opportunities.



You might want someone to help you look at this information so that you can talk about it.



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Equality and diversity is when every person is treated the same and included in decisions.



Hospice at Home West Cumbria wants to make sure that everyone is treated fairly and equally.



Equality means making sure everyone who has contact with the Hospice has the same opportunity. This means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.



Diversity means valuing each person and their differences.



Sometimes people can get treated unfairly because something is different about them.

Some differences might be:



Age

People of different ages – younger and older



Disability

This includes hidden disability



Gender

If someone is a man, a woman or transgender.

Transgender is when a person feels they are in the wrong gender body for them.



Married

If someone is married or in a civil partnership.



Pregnant

If someone is pregnant or has just had a baby.



Race and Nationality

People who come from different places, have different skin colours or have passports from different countries.



Religion

What faith a person has.



Sexuality

If a person is gay, lesbian or bisexual. Lesbians are women who are attracted to other women. Gay men are attracted to other men. Bisexual people are attracted to women and to men.



Hospice at Home west Cumbria will help with equality and diversity by:



Fairness

We will treat all people fairly



Respect

We will work together to make sure all people receive respect and we will listen carefully to everyone's different needs.



Honesty

We will work together in an open honest way



Providing opportunity

Helping all staff, volunteers and people who use the hospice to have opportunities to reach their full potential

