



St Wilfrid's Hospice

Equality and Diversity statement

St Wilfrid's Hospice recognises and values the differences in its workforce, patients and the community that it serves. We strive to ensure that everyone is treated with fairness, dignity and respect. In every area of its activity, we consider the impact of our actions to ensure they do not negatively impact, exclude or discriminate against any group or individual with protected characteristics.

Individuals with different cultures, perspectives and experiences are welcomed. Our values guide everything we do, and we strive to recruit, develop and retain the most talented people, regardless of their background.

Patients and families will have fair access to hospice services as described in our referral criteria and guidelines for admission and will be fully supported and given help that is relevant to their individual needs. They will be treated with dignity, and their autonomy will be respected without discrimination.

The hospice commits to creating a working environment free of bullying, harassment, victimisation and unlawful discrimination. Education is provided on individuals' rights and responsibilities under the Equality Act 2010.

In accordance with data security compliance, we monitor the constitution of the workforce and patients regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability as a means to encouraging equality and diversity across the organisation.

Our equality and diversity values will be fundamental in our policies and procedures so that equality and diversity are at the core of our business.