



We view equality and diversity as an opportunity to respond to and be relevant to our local community.

We recognise that we need to create an environment where all patients, carers and their families feel they are treated equally as individuals and one that enables our employees and volunteers to thrive and achieve their full potential.

Equality and diversity value statement

Diversity is about understanding, recognising, valuing and respecting difference in the broadest sense. It is about creating a culture through the implementation of practices that harness difference for the benefit of patients, carers and families and workforce.

Why equality and diversity matters:

At Lindsey Lodge Hospice we believe that the case for diversity is simple:

Our patients, employees and volunteers are increasingly diverse and ever-changing. We must strive to stay relevant to the needs of all our patients, employees and volunteers.

Our funding comes from various sources who expect diversity to be an integral part of our mission.

Legislation – the law is clear and supports the advancement of diversity and equality.

Our hospice vision and values are set around respecting each other and embracing the wider community.

Benefits of equality and diversity

Better service to patients:

- Better understanding of the needs of patients and how these needs are met;
- All patients feel they are treated as individuals, and with respect;
- Our organisation is regarded more positively in local communities around the issue of diversity and equality.

Improved employee relations:

- An organisation with a diverse range of employees and volunteers is well placed to understand the needs of a wide range of service users;
- A healthier, more productive working atmosphere in which ideas can flourish;
- A more diverse workforce is encouraged to use its talents to the full;

Our aims

- 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, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. 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.
- Lindsey Lodge 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 and volunteer to feel respected and able to give of their best.
- We are proud of our employees and volunteers, respect their views and invest in helping them meet their 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 benefit will be on the basis of aptitude and ability.
- Individuals will be helped and encouraged to develop their full potential and the talents, and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment

We want to create an organisation that:

- Delivers services that are accessible to and meet the needs of all our patients, carers, employees and volunteers;
- Truly represents all sections of society, valuing the contribution that employees, patients, carers and volunteers make to our mission and vision;
- Fosters an environment in which individual differences and the contribution of all of our employees 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
- Promotes equality of opportunity for all;
- Proactively seeks feedback so we can learn and adjust our position statement when required.

ISSUE DATE 27.3.2019					Review 2 years					
Owner/Author/Contact: Jane Lacey-Hatton; Workforce Manager										
Approving Body - Workforce Sub Group of the Council of Management										
Date of ratification: 26.3.2019										
To be reviewed		Review completed		By	Approved By			Circulation		
March 2021		Workforce June 21		JLH	Workforce Sub-Committee			L: Policies & Guidelines		
June 2023										