

# Equality & Diversity Policy

## Aim of the Policy

This policy is intended to set out the values, principles and processes underpinning the Charity's approach to Equality and Diversity.

## Policy Statement

The Charity is committed to promoting equality of opportunity for all and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

## Definitions

1. This policy is intended to demonstrate the Charity's commitment to eliminating discrimination and encouraging and valuing diversity among staff, volunteers, suppliers and users of our services.
2. The Charity believes that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

## Commitments

1. The Charity aims to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
2. The Charity will seek to create an environment in which diversity and the contribution of all trustees, staff, volunteers and suppliers are recognised and valued in all that we do.
3. The Charity recognises that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop quality and diversity awareness and understanding.

## **Working with Contractors and Suppliers**

It is important to us that suppliers, contractors and any other individual or organisation working on behalf of the Charity are aware of, and agree to comply with our equality and diversity policy while that work is underway.

### **Evaluation and Review**

To ensure that the Charity is meeting the aims and the spirit of this policy it will:

1. Embed equality and diversity into its development plans
2. Ensure employment practices and procedures are consistent with the aims of the policy.
3. Regularly review the policy to ensure that it reflects up to date equality legislation and best practice

This Policy is supported by and has been agreed by the Hospice Hope Board of Trustees.

Signed: S Shepherd, Chairman

Date reviewed and approved: 8 January 2019

Policy review date: January 2020