

St Gemma's Hospice Diversity Statement

The ability of St Gemma's Hospice to realise its vision, to ensure the needs of people living with a terminal illness and those close to them are met with care, compassion and skill, is built on the commitment, skills and attitudes of all our employees and volunteers and our shared purpose of providing and promoting the highest quality palliative and end of life care, education and research.

Our aim is to nurture a skilled, diverse and committed workforce where every individual, regardless of background, can share and contribute to our vision, purpose and values. We aim to create an organisation whose people properly represent, and can effectively engage with, the diverse communities which the Hospice serves.

The Hospice has due regard to its duties under the Equality Act 2010 and to the protected characteristics specified within it¹, as well as other relevant circumstances including parental or caring responsibilities, contract type, and working hours.

All appointments are made on individual merit regardless of the particular needs of individuals from protected groups where these are different from the needs of others. The principle concern of the Hospice is to seek to attract applicants of the highest quality and potential, regardless of background, with the appropriate experience, ability and fit for the role.

Board Diversity Statement

St Gemma's Hospice recognises the importance of diversity in enabling Board effectiveness. To promote constructive and challenging debate which takes account of different approaches and experience, we aim to create and sustain a Board with the necessary balance of skills, experience, knowledge and background which can most effectively deliver the best strategic decisions for the Hospice.

Board appointments will continue to be based on merit and objective criteria and, within this context, will continue to promote diversity of gender, social and ethnic backgrounds, cognitive and personal strengths.

Our Objectives

As we seek to build a truly inclusive culture and make the Hospice accessible for a greater diversity of people, the diversity of our own Board and workforce will play an important part.

The Hospice aims to improve its minority ethnic balance and representation of those with protected characteristics on its Board, and to foster closer working relationships with local communities. A Board Diversity and Inclusion Champion is in place.

¹ The characteristics protected by the Equality Act 2010 are: age, disability, gender reassignment, marital or civil partnership status (in employment), pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.