

Equality and Diversity



Alice House Hospice
Serving the communities of
Hartlepool & East Durham

Inclusion is everyone's business at Alice House



Dignity, Respect, Support and Care

We expect everyone who engages with Alice House Hospice to feel respected and valued for who they are.

When people can be themselves, without fear of judgement or prejudice, they will be happier and more productive.

This also translates to the personal care we provide to the diverse patients and communities we serve.

SUPPORTING EQUALITY AND DIVERSITY

Alice House Hospice is an equal opportunities employer, which is committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. The aim is to ensure that no person receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

EQUALITY, DIVERSITY AND INCLUSION

Alice House Hospice value all its staff and view differences as a positive, including:

	Background
	Ethnicity/Race
	Nationality
	Colour
	Gender and Gender Fluidity
	Age
	Disability in its entirety including hidden disabilities
	Autism
	Physical Characteristics
	Gender Reassignment
	Sexual Orientation
	Marriage and Civil Partnership status
	Religion or Belief (and not holding a belief)

Alice House Hospice has a zero tolerance policy to discrimination, harassment and bullying. We encourage staff to speak up in order to ensure that our staff are getting all of the help and support they may need.



Making a Complaint

If you feel you are being harassed or discriminated against, please tell someone you trust, as soon as you can.

If you don't feel you can talk to anyone there is a leaflet available called '**Tell us what you think**' which tells you what else you can do to be heard. The leaflet is available at the Hospice reception areas and via our website at www.alicehousehospice.co.uk/leaflet/tell-us

All complaints with regard to discriminatory treatment will be treated sensitively and investigated confidentially, thoroughly and in a timely manner.

All instances of such behaviour or alleged behaviour will be taken seriously and fully investigated.

Equally, an allegation of harassment and/or discrimination must not be made maliciously.

All staff and volunteers have a duty to report any discrimination or suspected discrimination occurring at Alice House Hospice, whether by colleagues, visitors or contractors.

Details of any complaints made on the grounds of discrimination will be kept by the Human Resources Department and presented to the Hospice Management Team.



FIND OUT MORE



or visit

www.alicehousehospice.co.uk

CONTACT US



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