

## Recruitment Equality Statement

---

At St Barnabas Hospice we are committed to equal opportunities and want to ensure our workforce is representative of the population we serve. We welcome applications from all sections of the community and diverse groups. It is essential we understand our demographics, in order that we can monitor our performance as an equal opportunity employer, as well as continuing to embed a culture of inclusivity across the organisation.

The Trust is committed to employing and supporting people with disabilities. It is the Trust's policy to interview all candidates with a disability who meet the minimum 'essential' criteria as identified on the person specification. To ensure we know you have a disability, please inform us under the appropriate section on the application form. We welcome applications from the LGBTQ+ community and openly encourage people with different sexual orientation, gender identity and expression to apply to join our team.

### Our Values

- **Aiming High**

We reach for excellence and set the standard for others to follow. Celebrating individual and collective success and actively looking for ways to be even better

- **Being Courageous**

We push boundaries and provide challenge – standing up for what is right and supporting others to make a difference across all aspects of our work.

- **Working Better Together**

We recognise the power of community; building connections and relationships which help us make a positive contribution. Respecting and valuing all contributions - we are ONE team, united and inspired by our common purpose.

- **Having Heart**

People are at the centre of all we do. We're proud of our ability to work in tough situations with resilience, empathy and kindness.

- **Doing it Right**

We are ethical, honest and use resources respectfully. Taking responsibility for our actions and doing what we say we'll do – we challenge others to do the same.

Here at St Barnabas Hospice we live our values to ensure we eliminate discrimination, harassment, victimisation and any other behaviour that is unlawful, undermines our core values and/or falls short of our values framework. We want all of our staff to 'call out' any behaviour from colleagues, patients or visitors that constitutes the above and appropriate action be taken.

We will, at every opportunity, advance equality and inclusivity for all staff, at all levels within the organisation, by removing or minimising disadvantage, encouraging participation and taking all relevant steps to meet the needs of anyone who shares a protected characteristic. We will also foster good relations between persons who share a protected characteristic by tackling prejudice and promoting understanding at every opportunity.

