

Dorothy House Equality, Diversity & Inclusivity Strategy

2022 – 2025



Foreword

Our Strategic Plan sets out our approach of how we will serve the growing and changing needs of our community without compromising our values or the excellence of our care. We already know the need for palliative and end of life care will increase significantly and Dorothy House has a huge part to play in meeting this demand.

At Dorothy House we already provide excellent care directly, and in the communities we support. We understand that by being a part of compassionate communities, we will enable and inspire wider support that will help us to improve the accessibility of our services and reach out to every corner of our society and the people who need our care now and in the future.

As an organisation we aspire to reflect the communities we support through our people. This ED&I strategy therefore will not only strengthen our relationships with the communities we care for, it will ensure we represent all sections of our society through those who deliver or enable the services we provide.

I commend this ED&I strategy to you all. It represents everything we stand for and the values which underpin our mission “to ensure everyone has access to outstanding palliative and end of life care”. Dorothy House is for everyone and at Dorothy House we are proud to be a team together, embracing, recognising and celebrating our differences.

**Wayne de Leeuw
Chief Executive**

This ED&I strategy forms part of our broader HR Strategy that enables and supports the delivery of our Strategic Goals through our people. Our focus on ED&I recognises and values the differences across our workforce and the importance of our ambassadors in the communities we care for.

We believe that everyone has the right to be treated equally, and with dignity and respect. We want to create a culture that is continuously inclusive, nurtures talent and allows every individual regardless of any characteristic the opportunity to flourish and reach their full potential.

ED&I must be at the heart of how we recruit, train, develop and retain our people. We live in and support a diverse society and therefore we want Dorothy House to truly reflect the people that we support and the communities we serve. Our aim is not only to improve equality, diversity and inclusion across the organisation, but also to celebrate and recognise our diversity together. This will make Dorothy House an exceptional and inspirational place to work, grow and flourish.

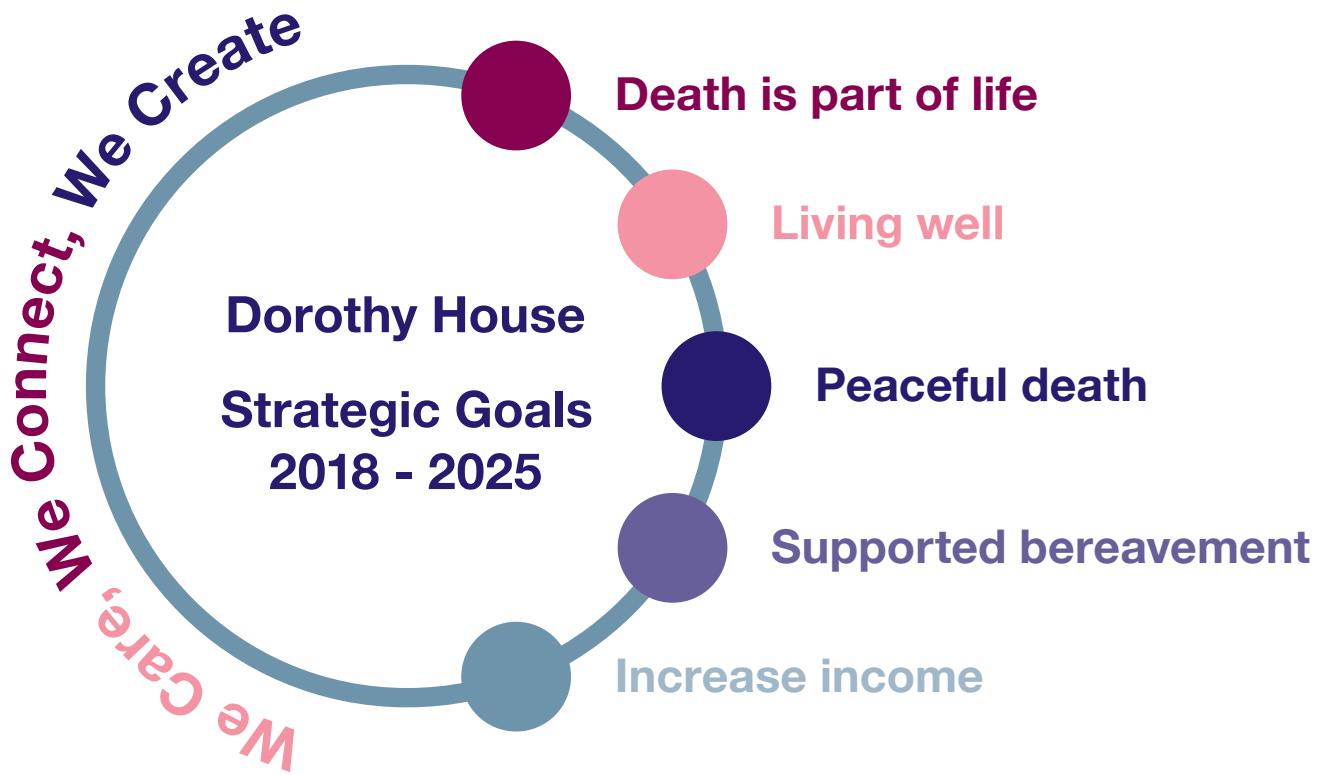
**Liza Pinching
People & Services Director**

Equality, Diversity & Inclusivity and its link to our Strategic Goals

Our **Mission** is to ensure that everyone has access to outstanding palliative and end of life care. This aligns with our Vision of a society where death is a part of life.

Our priorities are set by our **Strategic Goals** in our **Strategic Plan** and underpinned by our **Values** that express how we all contribute to achieving our objectives.

Creating a **diverse** and **inclusive** Dorothy House is imperative to achieving these goals and by recognising the value of our differences and ensuring we are all included, together we'll create a culture that enables us all to succeed by being "**all together, different**".



Equality, Diversity & Inclusivity and our Values

Equality

is making sure that everyone is treated fairly and with **dignity** and **respect**. It means challenging discrimination and removing barriers, so that everyone has opportunities to be the best they can be.

Inclusivity

is providing a space where everyone has **equal access to opportunities and resources**, and where **everyone feels valued, accepted and have a voice which is heard**.

Diversity

is about recognising the benefits of different values, abilities, and perspectives, and **celebrating people's differences**. This means promoting an environment that welcomes and values diverse backgrounds, thinking, skills and experience.

Equality, Diversity & Inclusivity and our Values

At Dorothy House the principles of equality, diversity and inclusivity are central to our work as an outstanding care provider and employer. They are inherent in our values where **we care, we connect and we create**.

We embrace the **diversity** of the people who deliver our services and the people who receive them. We believe that by building a diverse workforce that is **inclusive** and underpinned by a culture of respect, we will support an environment where **we care** and regardless of characteristic, everyone will have access to receive outstanding care and support from Dorothy House.

We understand that a **diverse** and **inclusive** workforce will ensure **we create** innovative solutions, by engaging different experiences, fresh ideas, broader perspectives and insights to enable effective problem solving and enhance our overall organisational performance.

We aspire to be a **diverse** and **inclusive** workforce that represents the societies we care for and will ensure **we connect** with and build compassionate communities that enhance the wider community support alongside the direct care we provide.

Our Equality, Diversity & Inclusivity Objectives



Provide an ED&I framework for success

Developing accessible central policies, building on those already in place, to provide clear direction on our approach and response to all forms of harassment, bullying and discrimination.

Improving the quality of our ED&I data so that our initiatives and interventions are data driven, transparent and evidence led.



Create an Inclusive environment

Led through all levels of management by developing our workforce awareness, understanding and responsibility to ED&I issues.

Providing the right blend and frequency of Learning & Development opportunities to grow our capability in inclusive Leadership.



Promote & Celebrate Diversity

Actively acknowledge, promote, celebrate and raise awareness across the full range of local, national and International specific ED&I events.

Encourage feedback, engagement and collaboration from all our workforce on events most relevant to our , their families and the communities we care for.



Increase Accessibility to our services

Improve awareness of and promote Dorothy House services across all demographic populations within our community.

Engage with underserved groups across our region to ensure all of our services are available and accessed by all those most vulnerable in our communities.

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