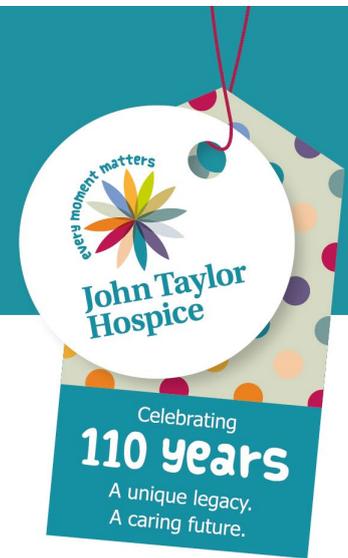


John Taylor Hospice
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Equality and Diversity Statement from our Chairman and Chief Executive

At our Trustee Board meeting in July, we discussed the hospice's response to racism and noted our concerns around the events that have unfolded over the last few months following the killing of George Floyd in Minneapolis, USA.

At John Taylor Hospice we value each person as an individual - whether they are colleagues, patients, family members or supporters, every person matters. We embrace diversity of culture and background knowing it enriches our workplace and our relationships with our local communities.

As a board we are clear - we do not tolerate any form of harassment and we **accept our responsibility to ensure that we are inclusive of everyone.** While we have robust policies in place so our colleagues can play their vitally important roles without fear of words or behaviours which could be hurtful, we know there is more we need to do.

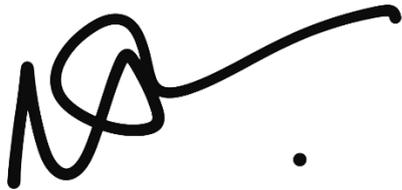
We strive to be a fully inclusive service in which every person in our community can fully access and benefit from our specialist care and the board is committed to making this happen.

Our Equality, Diversity and Inclusion Group meets regularly to drive forward our policies and procedures, to monitor and evaluate and to look for ways to improve EDI in our charity. Over the coming months our Senior Management Team, Board of Trustees and EDI Group will develop and oversee further actions to ensure John Taylor Hospice is totally inclusive for patients and staff and fully representative of our local communities.

Birmingham is an ever-changing city and John Taylor Hospice needs to be rapidly able to respond to those changes and the requirements of every member of our community.

As an organisation, we need to be constantly listening to the views of our staff and the people we care for and adapting our procedures and services to meet those needs.

In doing so, we aim to ensure every person who comes into contact with our hospice feels welcomed, understood, supported and valued.



Harry Turner, Chair of Trustees



Penny Venables, CEO

