



Equality, Diversity & Inclusion Statement

We Value Diversity

City Hospitals Independent Commercial Enterprises Limited (CHOICE) believe that everyone has the right to live without fear or prejudice regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We believe that all of our staff, customers, patients and the partners we work with should be respected and valued as individuals regardless of these characteristics.

Everyone should have the opportunity to make a full contribution to society in their own unique way and live in a world which demonstrates respect and values diversity.

Our Commitment

CHOICE complies with the Equality Act 2010 (the Act), and we understand our duties under the legislation and aspire to go beyond the minimum requirements. We will create an inclusive culture within our organisation where staff feel a sense of belonging. As an organisation, we will treat any reports of discrimination seriously and, where such reports are received, we shall ensure they are investigated, and appropriate action taken in line with our internal policies and procedures.

Our Values

CHOICE recognises that change will not be achieved by simply complying with the requirements of the Act and we are committed to doing more by striving for an inclusive and diverse workplace. Our values will guide the company to achieving this:

- **Commitment** – everyone in our organisation shall commit to behaviour which respects and values the differences of individuals whether they are employees, patients, customers or other partners that we work with.
- **Care** – we shall ensure that individuals' characteristics are not only protected but valued and celebrated by the company.
- **Compassion** – we will support our employees and others who may encounter discrimination and ensure that incidents are investigated, and appropriate action taken in accordance with our internal procedures. We will ensure support networks are available for staff, so they have confidence to report any concerns. We will ensure that the organisation learns from incidents and implements improvements.

Our Supply Chain

Our aim is to promote and celebrate diversity in our organisation and wider society improving social value and sustainability. In this regard, we expect all of our third-party suppliers and partners to commit to treating their workforce with dignity and respect; in addition to complying with the Act.

Approval

This Equality and Diversity Statement is approved by the CHOICE Board on 13 March 2023.

Ian Makinson
Managing Director

Mark Stouph
Chair