

Equality, Diversity and Inclusion

Our Commitment at Haxby Group

Celebrating Uniqueness. Championing Inclusion.

At Haxby Group, we honour the individuality of every person. We believe that embracing diversity is the key to cultivating a culture of **inclusivity, compassion and innovation** — values that sit at the heart of our patient-centred care.

For Our Staff

We recognise that each team member brings unique experiences and needs. Our commitment includes:

- Removing barriers so everyone can thrive professionally
- Respecting and protecting all protected characteristics under the UK Equality Act 2010
- Creating a workplace where staff feel **valued, heard, respected and empowered**
- Fostering a culture of professionalism and compassion

For Our Patients

We deliver high-quality, compassionate care to all — regardless of background or circumstance. We strive to:

- Ensure every patient feels listened to and supported
- Help patients overcome health-related challenges
- Empower individuals to lead healthy, fulfilling lives
- Innovate care delivery to meet diverse needs

Continuous Improvement

Being truly inclusive is a journey — not a destination. We actively:

- Engage with staff and patients to identify areas for growth
- Welcome feedback to evolve our culture and practices
- Commit to fairness, dignity and opportunity for all

Get in Touch

We welcome your thoughts and ideas. Contact our Patient Experience Team:  [hnyicb-ny.haxbypatientexperience@nhs.net]  [01904 928008] (ask for the Patient Experience Team). We encourage staff to contact our HR team: : hnyicb-voy.HaxbyGroupYorkHR@nhs.net or call 01904 928077 or 01904 789046.