

Palliative and End of Life Care Research Group

The University of Sheffield

Equality, Diversity and Inclusion statement

Equality, diversity and inclusion (EDI) promotes excellence in research and improves health inequalities. The Palliative and End of Life Care Research Group is committed to encouraging EDI among our workforce, and in the research that we conduct. The Research Group is situated within the Faculty of Medicine, Dentistry and Health, University of Sheffield. Our EDI principles are aligned with the Health Sciences School and University of Sheffield EDI agenda. For more information about EDI at the University of Sheffield, please click [here](#).

We aim for the research that we conduct to benefit anyone with palliative care needs, across all sections of society.

In order to achieve this, we commit to:

- Consider a diversity of research topics, institutions and methods to reach untapped knowledge and research areas in an inclusive and bias free way
- Take steps to ensure inclusion of people from protected groups[1] where these are different from the needs of other people
- Remove or minimise disadvantages suffered by people with palliative care needs due to their protected characteristics
- Encourage people from protected groups to participate in our research, Patient and Public Involvement or in other activities where their participation is disproportionately low
- Extend a respectful and inclusive attitude with every stakeholder
- Respect the dignity and individuality of every stakeholders
- Consistently work in engaging and collaborative ways with stakeholders
- Ensure our group represents a 'safe space' - so individuals feel they can speak out if they become aware of any equality issues.

[1] The UK-based Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation

We will make a concerted effort to ensure that EDI is embedded across all of the work that we undertake. We understand that our Group's integrity and success depend on its ability to embrace EDI principles, and draw on the diverse skills, understanding and experience of those that we work with and for.