

## Equality, Diversity and Human Rights Policy

Our Practice recognises and conforms to the principles of the European Convention on Human Rights, particularly Article 14, and the Human Rights Act 1998 by creating an environment where all our patients and staff are treated with dignity and respect. This policy sets down our approach to equality, discrimination, diversity and human rights as it applies to all our patients and staff

The person with responsibility for considering and taking action if any instances breach this policy:  
**James Dewe-Mathews**

**Discrimination** is any form of unfavourable treatment. We recognise that any discrimination is harmful and is, in many cases, illegal.

**Sex discrimination** is any form of treatment which is unfavourable and which is gender or marital related. Discrimination according to sex is illegal under the terms of the Sex Discrimination Act 1975. The Act applies equally to both men and women. Sex discrimination is when one person is treated less favourably on the grounds of his or her sex than a person of the other sex would be treated under similar circumstances and can be direct or indirect.

**Sexual harassment** is a form of sexual discrimination. It can be defined as unwanted conduct of a sexual nature or other conduct based on sex, which affects the dignity of those who work in or who attend the practice. This can include unwelcome physical or verbal conduct.

**Race discrimination** is any form of treatment which is unfavourable and which is related to colour, race or nationality. Discrimination according to race is illegal under the terms of the Race Relations Act 1976 and can be direct or indirect.

**Racial harassment** is a form of racial discrimination and might involve racist jokes or insults etc.

**Religious discrimination** is where a person is treated less favourably because of his or her religious beliefs. The Fair Employment Act 1989 enables employees who feel that they have been discriminated against on the grounds of religious belief or political opinion to take action against an employer.

**Disability discrimination** is where a person is treated less favourably because of disability. Occasionally a disability can limit a person's capability for some forms of employment. Discrimination occurs when the treatment of the individual is unfavourable taking into account the disability. **Age discrimination** is where a person is treated less favourably on the grounds of age. The Employment and Equality (Age) Regulations 2006 requires employers to foster a workplace culture in which discrimination and harassment, on the grounds of age, are unacceptable. Employers are also required to lay down procedures to enable employees to work past the age of 65 if they so wish.

**Harassment** is a form of discrimination where a person is made to feel uncomfortable because of their sex, race, disability, age or religion. It may involve action, behaviour, comments or physical contact, which is found offensive, objectionable or intimidating by the recipient.

**Victimisation** is when the employer treats an employee less favourably than other employees are treated because he or she has brought or threatens to bring proceedings, or give evidence or information against an employer with reference to the Sex Discrimination, Race Relation or Equal pay Acts.

**The right to have equal pay** provides equality in terms of an employee's contract where he or she is employed to perform work, which is rated equivalent to that performed by a member of the opposite sex.

Through this policy, through training and by example, we wish to demonstrate that we do not tolerate any form of discrimination by anyone working at this practice against patients or other members of staff. Specifically, we aim to prevent discrimination by:

**Patients:**

- We recognise all our patients as individuals with diverse needs
- We will aim to accommodate the needs of our patients relating to any disability wherever possible
- We will respect the rights and dignity of all our patients
- We invite comments regarding improvements to the provision of our services in relation to patients with disabilities.

**Staff**

- When applying for a role with this practice, our decisions will be based on skills, qualifications and experience and on who is most suitable for the job
- Meet any needs you may have at interview and during employment wherever possible
- Ensure that all staff have equal opportunity to take part in ongoing training and development.

If you feel that you are the subject of discrimination or harassment, or become aware that a/another member of staff, a patient or other person in the practice may be violating the principles contained in this policy, in the first instance you should let the perpetrator know how you feel verbally or in writing asking him or her to stop the behaviour. The practice takes all allegations and reports of incidents seriously. Keep a record of the incident/s, raise the issue **James Dewe-Mathews** and if the matter is not resolved, submit a written complaint.