

**DR MARY ADAMS  
PRIVATE GP**

**EQUALITY, DIVERSITY & HUMAN RIGHTS POLICY**

**POLICY STATEMENT**

The practice is committed to promoting equality, diversity and human rights in order to provide our patients with a safe, effective, caring and quality assured environment for them. The practice aims to eliminate discrimination and encourage diversity amongst the workforce and in relation to our patients.

The practice and its staff will not discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential to meet practice and personal needs.

The practice will:

- create an environment in which individual differences and the contributions of staff are recognised and valued.
- ensure that every employee has a working environment that promotes dignity and respect
- ensure that no form of intimidation, bullying or harassment is tolerated
- provide training, development and progression opportunities to all staff
- promote equality in the workplace as good management practice
- review all employment practices and procedures to ensure fairness
- regard breaches of the equality policy misconduct and could lead to disciplinary proceedings
- review the policy annually.

The practice will consider monitoring of job applicants to ensure that equality policies are in place and working effectively.

Dr Adams will undertake Equality and Diversity Training as appropriate.