

**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, staff, visitor and contractors with a safe, effective, caring and quality assured environment. The practice aims to eliminate discrimination and encourage diversity amongst the workforce and for our patients, supporting the ethos and requirements of the Equality Act 2010.

The practice and its staff will not discriminate patients, visitors or contractors on grounds of gender identity, 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 is committed to

- Creating an environment in which individual differences and the contributions of staff are recognised and valued.
- Creating an environment where patients' preferences and needs are met in an inclusive and supportive way
- Ensure that the service is accessible to all, with access routes, communication support and general information
- Ensuring that every employee has a working environment that promotes dignity and respect and equal opportunities
- Ensuring that all patients are welcomed, informed and treated with the utmost respect and that their needs and wishes are met whilst under the care of the Practice
- Ensuring that no form of intimidation, bullying or harassment is tolerated against any person
- Providing training, development and progression opportunities to all staff
- Promoting equality in the workplace as good management practice
- Reviewing all employment practices and procedures to ensure fairness
- Recording breaches of the equality policy misconduct and could lead to disciplinary proceedings
- Facilitating open and transparent discussion in the practice recognising each individual's dignity, autonomy and privacy

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

The staff will undertake mandatory Equality and Diversity Training as appropriate.