

Equality Statement

There will be no discrimination by this practice related to sexual orientation, race, colour or creed of patients. Confidentiality will be maintained at all times.

Under the Equality Act 2010, it is against the law for a company to discriminate against anyone on the grounds of colour, age, sex, race / nationality – including citizenship – ethnic or national origins, marital status, civil partnership, disability, sexual orientation, any religion, or religious or philosophical belief.

It is also possible for employees to claim for discrimination on a combination of two of these grounds. Similarly if employees discriminate against a colleague or patient, the Practice could be held vicariously liable for their acts, and be responsible for paying the compensation or damages to the victim of the discrimination.

If the Practice can prove that it has done all that was reasonable to prevent the discriminatory acts from occurring then its liability can be reduced or entirely eliminated. Having an equal opportunities policy, and apprising all staff of its existence is one of the things that a reasonable employer should do.

The Practice has the following policies in place which need to be read along with this Equality and Diversity policy:

- Equality Act: Operational Procedures & Policy
- Culture & Religious policy
- Grievance Procedures
- Bullying and Harassment
- Age Discrimination
- Equal Opportunities policy
- Recruitment and Selection Policy
- Training and Development policy
- Dignity at work
- Being Open Policy
- Information Governance Policy i.e. confidentiality / consent