

EQUALITY & DIVERSITY POLICY

Policy Statement

Dr Tankel & Partners are committed to providing diversity and equality to all employees whether full time, part time or temporary. We therefore wholeheartedly accept our legal obligations under the legislation, identified below, which makes it generally unlawful to discriminate directly or, indirectly in recruitment, employment or after employment on the grounds of:

- Age,
- Disability,
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy and Maternity,
- Race (which includes colour, nationality and ethnic or national origins)
- Sexual orientation
- Sex (including gender identity & trans status)
- Gender identity
- Religion or belief

These are known as '**protected characteristics**'.

We also undertake not to discriminate unfairly on the grounds of trade union membership and activity, political or religious belief and unrelated criminal convictions.

There are two types of discrimination that are unlawful: direct and indirect discrimination.

Direct discrimination is where a person is treated less favourably because of their race, sex, disability, sexual orientation, religion or belief, or age.

Indirect discrimination is where the employer applies a practice, requirement or condition which applies equally to all individuals, but which:

- Has an adverse disproportionate impact on a group of people because of their race, sex, disability, sexual orientation, religion or belief, or age and
- The employer cannot show it to be justified, and
- It causes detriment to the individual.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying, harassment or victimisation will be tolerated.

The employer is committed to implementing equality of opportunity in carrying out all its various functions. We are committed to the development of effective policy, strategy and standards and to the introduction of monitoring and information systems to review and evaluate progress towards the achievement of equality of opportunity.

The employer recognises the effects of historical disadvantage and past discrimination, and will, where appropriate and within the law, take positive action to achieve equality of opportunity.

We believe much can be achieved by developing policies, practices and procedures to eliminate unlawful and unfair discrimination and realise that real progress toward equality of opportunity requires a programme of action, which involves the commitment and participation of all staff.

The employer believes that equal opportunities require a genuine commitment to this policy from everyone. For us this also has a duty to adhere to the key guidance in establishing, monitoring and evaluating our responses to the Equality Act, Disability Discrimination Act [DDA]; Sex Discrimination Act and Race Relations Act and all Amendments related to those Acts.

All members of staff together with those involved in all activities are required to conduct themselves in accordance with our Equality and Diversity Policy. They are required to take personal responsibility in this area and work towards promoting respect for individuals. This will entail identifying and removing inappropriate behaviour and changing practices which perpetuate inequality and taking necessary action to challenge unfair, discriminatory or racist practices. All staff are required to complete Equality & Diversity training as part of the induction process and comply with annual updates (Bluestream).

Members of staff can be held personally liable as well as, or instead of the Practice, for any act of unlawful discrimination. Staff who commit serious acts of harassment may be guilty of a criminal offence. Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the practice disciplinary procedure.

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