

ROPE GREEN MEDICAL CENTRE

Equality & Diversity statement

The practice values the rich diversity, skills and abilities that people from differing backgrounds and experiences bring to the workplace. Implementing and abiding by a policy that provides for diversity and equal opportunities and deters unlawful discrimination is therefore important to us.

We aim to create an inclusive working environment, where there is zero tolerance of unlawful discrimination in respect of our workforce, patients, visitors and others involved in providing or receiving our services. Every person working for or on behalf of this organisation plays a vital role in implementing these aims.

We also recognise that the diversity that exists across our patient groups should be reflected in the way we operate in terms of diversity within its employees. Also, the fair and objective treatment of others should be part of the way the organisation does things.

The Equality Act 2010

These are the nine characteristics protected under the Equality Act 2010:

1. Age
2. Disability
3. Gender reassignment (including trans and non-binary status)
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, ethnic or national origins)
7. Religion or belief
8. Sex (including gender)
9. Sexual orientation

It is unlawful to discriminate directly or indirectly in recruitment or employment, or in the provision of public services, because of one or more of these protected characteristics.

Acts of discrimination (direct or indirect), whether intentional or unintentional, undermine the organisation's aim of creating an inclusive working environment. Therefore, the organisation will take steps to promote diversity and to ensure that its work processes, activities and environment do not foster any unfair bias or discrimination. The organisation will also ensure that it acts promptly to deal positively with acts that are discriminatory.

Promoting equality and diversity

The Practice will ensure that staff understand how to positively promote diversity and equality in their execution of work activities and by their own attitudes and behaviour and provides regular and up to date equality, diversity, and inclusion training.

Everyone must be aware that their actions influence others and therefore being positive about diversity and equality will have a positive influence in the workplace and the wider community that we serve.