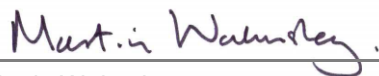


1. The Practice is committed to ensuring that all employees are treated fairly and with dignity and respect.
2. No employee shall be treated less favourably on the grounds of their sex, race, marital status, age, religious or political beliefs, sexual orientation or preferences or on the grounds of disability without justification.
3. This policy applies to promotion, training, placement, transfer, dismissal as well as remuneration, grievance and disciplinary procedures and decisions.
4. This policy also applies to recruitment of persons from outside the workplace and the treatment of contract workers.
5. Employees should be aware that in certain circumstances should they be guilty of discrimination they may be personally legally liable for their actions.
6. Less favourable treatment on the grounds of sex, race, marital status, age, religious or political beliefs, sexual orientation or preferences or disability without justification is direct discrimination.
7. Indirect discrimination occurs when a requirement or condition is imposed with which a considerably smaller number of those of a single sex, or those of a certain race or age can comply, where this causes them a detriment as a result. This kind of discrimination is unlawful unless it can be justified.
8. The practice will recruit employees and make other employment decisions concerning promotions, training etc on the basis of objective criteria.
9. If you are disabled within the meaning of the Equality Act 2010 the Practice will discuss with you whether you are able to fulfil your proposed duties and whether there are any adjustments that could reasonably be made to your job or working environment to enable you to carry out your proposed duties effectively. The Practice may also ask a doctor appointed by it to advise on these matters.

**The principles of this policy also apply to the Practice's provision of goods, facilities or services to the public or carrying out other functions of a public nature.**

Signed:



Martin Walmsley  
Partner

Dated: 31 October 2016