

The Practice is committed to ensuring equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society, and for each employee to feel respected and give their best.

The policy's purpose is to:

- Provide equality, fairness and respect for all in our employment (temporary, part-time or full-time).
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnicity), religion or belief, sex and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes pay and benefits, employment terms and conditions, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

The Practice commits to:

- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

Employees should be aware that in certain circumstances should they be guilty of discrimination they may be personally legally liable for their actions.

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.

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.

- Making equal opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Recruiting employees and make other employment decisions concerning promotions, training etc., on the basis of objective criteria.
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this policy.

If you are disabled within the meaning of the Equality Act 2010 the Practice will discuss with you your ability to fulfil your proposed duties and whether any adjustments may 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.

This policy is underpinned by the Practice's other policies including 'Respect for People', 'Harassment in the Workplace' and 'Retirement'.

Signed M Walmsley
Partner

Dated 26 February 2024