



SHERBOURNE
MEDICAL CENTRE

EQUAL OPPORTUNITIES/ ANTI-DISCRIMINATION

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Introduction

The Practice:

- Values its employees equally
- Will ensure that all employees are treated with dignity and respect
- Will ensure that employees will receive the same contractual pay and benefits as a person of the opposite sex doing the same or broadly similar work
- Will promote equality of opportunity between men and women
- Will offer equal opportunities to all employees regardless of age, sex, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief
- Will not tolerate any discrimination against any employee or job applicant for any of the above reasons; any such discrimination will be considered as a disciplinary offence
- Will not tolerate any discrimination against a visitor or patient; any such discrimination will be considered as a disciplinary offence
- Will advertise externally and within the Practice all job vacancies; all applications will be welcomed and considered, irrespective of age, sex, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief
- Will advertise within the Practice all opportunities for promotion, transfer and training; all applications will be welcomed and considered, irrespective of age, sex, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief

And has fully adopted the requirements and ethos of the Equality Act 2010 and associated legislation.

Applicability

This Policy applies to all employees and Partners, and also applies in principle to other people who work at the Practice e.g. self-employed staff, temporary staff and contractors.

The Procedure

If you feel discriminated against:

- You should bring the matter to the attention of your supervisor or manager
- Your supervisor/manager will investigate the matter thoroughly and confidentially within 5 working days.
- Your supervisor/manager will establish the facts and decide whether discrimination has taken place and advise you of the outcome of the investigation within 10 working days
- Your supervisor/manager will take appropriate action to prevent further discrimination and discipline the offender(s), if appropriate, via the Practice's Disciplinary Procedure

* if the complaint is against your supervisor or manager, you should bring the matter to the attention of a partner