

# EQUALITY AND DIVERSITY POLICY

## Version Control

Date	Version	Stage	Author
September 2014	1.0	Final	Alison Murdoch Sharon Leach
August 2016	2.0	Final	Alison Murdoch
April 2019	2.0	No changes	S. Leach
April 2021	2.0	Reference to TDP and Effective HRM added	P Haycox

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St Michael's Clinic Ltd recognises and values the diversity of its patients and employees and is committed to equality of opportunity for all.

## **BACKGROUND**

The Equality Act 2010 was enacted in April 2010 bringing together all the separate pieces of anti-discrimination legislation and further strengthening the law. The act covers the following protected "characteristics"

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex and sexual orientation

The main provisions of the act came into effect in October 2010, the new Public Service Equality Duty came into force April 2011 and the ban on age discrimination in the provision of goods services and public functions came into effect in April 2012.

The Dermatology Partnership and St Michaels Clinic Ltd have specialist support and advice on all HR matters from Effective HRM and will use this advice as required in relation to policies and to ensure that all elements of HR management are kept up to date and all legal requirements are met

## **PURPOSE**

The purpose of the equality and diversity policy is to ensure that the St Michael's Clinic Ltd provides accessible, high quality services and employment opportunities. Its aim is threefold;

1. To deliver high quality, fully accessible, respectful patient centred services.
2. To deliver best practice in terms of recruitment and employment.
3. To promote equality and ensure that no one is unlawfully disadvantaged by any clinic policies or procedure.

It is the policy of St Michael's Clinic Ltd that no employee, patient or visitor should discriminate against another individual or group, directly or indirectly because of the listed characteristics. For employees, it is a condition of their employment that they abide and support this policy. Discrimination is considered to be gross misconduct and is subject to dismissal if upheld. For patient and visitors, if it is believed that they are discriminating against either a member of staff or another patient or visitor, they will be asked to leave the premises.

This policy covers all employees and those with practice privileges at St Michael's Clinic Ltd sites, regardless of position or status and to all patients and visitors attending any of our clinic sites.

## **OUR AIMS**

- To ensure equality, diversity and inclusion in the workplace
- To offer fair treatment in all aspects of working life at our sites, from our written policies and procedures thorough to decision making
- To promote a culture where each employee, patient and visitor is treated with respect and dignity
- To recognize the value that a diverse work force can bring

To achieve these aims St Michael's Clinic Ltd commits to the following;

- Ensure that the principles of this policy are used when producing all other policies and procedures used in our clinics.
- To review, monitor and adapt policies and procedures according to audit and changes in relevant legislation.
- To provide training to our employees to ensure that our commitment to diversity is known and understood. This will be achieved mainly through on line training sessions and staff meetings.
- Monitor diversity during the employment process and to remove any direct or indirect associative and perceptive discrimination.
- Challenge and investigate discriminatory behavior and enforce our disciplinary policy when it is considered necessary.
- Protect our employees against discrimination from patients or visitors by making it clear to them that we will not tolerate any behavior that is seen as discrimination towards our members of staff.

## **OUTCOMES**

- That patients, visitors and employees are treated with respect and dignity.
- That our services are accessible for all, culturally appropriate and outcomes are equitable.
- St Michael's Clinic Ltd is acknowledged as a good employer that values its workforce.
- We have a well-trained, aware and motivated workforce that reflects the diversity of the population it offers services to.

- All patients, visitors and employees are protected from discrimination and abuse.

### **MONITORING AND REVIEW**

St Michael's Clinic Ltd will monitor the performance of this policy by annual review of all patient and staff complaints, by analysis of patient survey returns and from feedback from individual staff appraisals. Comments, complaints and incidents are discussed and investigated at bi-monthly Clinical Governance meetings and investigations will be undertaken by the Significant Events Analysis team.