

Equality and Diversity Kirkvoe Medical

Date Effective:	1/3/24
Review Date:	1/3/27
Version No:	1
Policy Owner / Author:	Dr Zoe Shepherd

1. Reason for Policy / Purpose of Policy

As set out in the Equality Act 2010 It generally unlawful to discriminate directly or, indirectly in recruitment, employment or provision of care with regards to:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy and Maternity
- Race (which includes colour, nationality and ethnic or national origins)
- Sexual orientation
- Sex
- Religion or belief

These are known as ‘protected characteristics’.

2. Policy Statement and Aims

The Practice:

- will ensure that all visitors are treated with dignity and respect
- will promote equality of opportunity between men and women
- will not tolerate any discrimination against, or harassment of, any visitor for reason of age, sex, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief
- will provide the same treatment and services (including the ability to register with the Practice) to any visitor irrespective of age, sex, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief

3. Scope

This Policy applies to the general public, including all patients and their families, visitors and contractors as well as Dr Zoe Shepherd.

4. Procedure

Discrimination by the Practice against you.

If you feel discriminated against:

- You should bring the matter to the attention of Dr Zoe Shepherd
- She will investigate the matter thoroughly and confidentially within 5 working days.
- She will establish the facts, and decide whether discrimination has taken place and advise you of the outcome of the investigation within 10 working days.

If you are not satisfied with the outcome, you should raise a formal complaint through the Practice’s Complaints Procedure

Discrimination against Kirkvoe Medical staff

The Practice will not tolerate any form of discrimination or harassment of staff by any visitor. Any visitor who expresses any form of discrimination against or harassment of staff will be required to leave the practice premises immediately. If the visitor is a patient they may also be removed from the practice list if any such behaviour occurs at the discretion of Dr Shepherd

5. *Responsibilities*

Dr Zoe Shepherd is responsible for this policy.

6. *Related information*

Equality and Diversity Royal College of General Practitioners <https://www.rcgp.org.uk/about/equality-diversity>

Equality and Diversity Guidance British Medical Association
<https://www.bma.org.uk/advice-and-support/equality-and-diversity-guidance>

Equality Act 2010
<https://www.legislation.gov.uk/ukpga/2010/15/contents>