**Equal Opportunities**

Under the Equality Act 2010, it is against the law for a company to discriminate against anyone on the grounds of colour, age, sex, race/nationality – including citizenship – ethnic or national origins, marital status, civil partnership, disability, sexual orientation, gender reassignment, any religion, or religious or philosophical belief.

It is also possible for employees to claim discrimination on a combination of two of these grounds. Similarly, if employees discriminate against a colleague or patient, the Practice could be held vicariously liable for their acts and be responsible for paying the compensation or damages to the victim of the discrimination.

If the Practice can prove that it has done all that was reasonable to prevent the discriminatory acts from occurring, then its liability can be reduced or eliminated.

The practice has implemented a recruitment & selection policy. The objective of this policy is to recruit the best person for a role and outlines the responsibilities of the recruiting managers in complying with legal and locally agreed requirements.

At every stage of the recruitment process, Managers will treat all applicants equally, showing no discrimination on the grounds of their ethnic origin or nationality, disability, gender, gender reassignment, marital status, age, sexual orientation, race, trade union activity or political or religious beliefs. Applicants will be selected against criteria based solely on objective, job-related criteria and their ability to do the job applied for. The Practice will consider providing appropriate assistance to ensure equality for all.

Relevant educational, training and development opportunities are open to all staff and all staff have a personal development plan in place, which must be reviewed annually.

Practice policies do not discriminate against anyone on the grounds of colour, age, sex, race/nationality – including citizenship – ethnic or national origins, marital status, civil partnership, disability, sexual orientation, gender reassignment, any religion, or religious or philosophical belief. Instances of harassment under any of the above are treated very seriously.

Practice Charter