



TOVEY LITTLE DENTAL CENTRE LTD EQUALITY AND DIVERSITY POLICY

INTRODUCTION

Our vision is for Tovey Little Dental Centre to be a successful, caring and welcoming place for patients to receive dental care and advice. We want to create a supportive and inclusive environment where our staff can reach their full potential and care is provided in partnership with patients, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered and the diversity of people's backgrounds and circumstances will be positively valued.

This Policy will help us to achieve this vision.

LEGAL RESPONSIBILITIES

The rights of our patients and our staff with regards to discrimination are protected by anti-discrimination legislation including:

- The Equality Act 2010
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Employment Rights Act 1996

ORGANISATION RESPONSIBILITIES

RESPONSIBILITY

Legal Person: Mr C S Tovey & Mr P.A.G Little (Practice Owners)

The ultimate and legal responsibility for implementing regulations and managing the policy

STAFF RESPONSIBILITIES

All staff has a legal responsibility to adhere to the Policies that are put in place by the Practice. By adopting this Policy, we accept our responsibility to ensure that discrimination does not take place and that everyone is treated fairly and equally.

AIM

The aim of this Policy is to achieve equality of care experience by removing any potential discrimination in the way that people are cared for and treated by the Practice, including:

- people with disabilities
- people of different sexual orientations
- transgendered and transsexual people
- people of different races
- people on the grounds of their sex
- people of religion or belief
- people in relation to their age
- people in relation to their social class or medical condition
- people who work part-time
- people who are married or in a civil partnership
- women who are pregnant, have recently given birth or are breastfeeding

WHAT IS EQUALITY?

Equality in the context of valuing diversity is about treating people of different groups fairly and with respect, providing everyone with equal opportunities. It is about creating an environment where everyone has the opportunity to fulfil their potential. It doesn't mean we should treat everybody the same. Equality is about creating a fairer society in which everyone has the opportunity to fulfil their potential regardless of age, gender, sexuality, disability, religion and belief or Ethnicity (source: NHS Employers website).

WHAT IS DIVERSITY?

Diversity is about valuing difference and having respect for people in its broadest sense. Diversity helps us to ensure that we in the NHS are able to recognise and accommodate those differences for staff and patients

PUTTING THE POLICY INTO PRACTICE

We aim to develop and support equality and diversity measures by:

- Providing patient information in a variety of languages, if required
- Having translation services available for patients who need this
- Providing services that are accessible to patients with disabilities
- Ensuring that care of individuals is planned with their specific needs at the centre
- Tackling oral health inequalities through positive promotion and care
- Involving patient groups and individuals in the design of our service
- Responding positively to the diverse needs and experiences of our patients and the community even when those needs are challenging to deal with
- Ensuring that we join up with services involved with the care of patients with particular medical and social care needs.
- Staff recruitment and development on ethos and equality

COMMENTS AND CONCERNS

If you believe you have been treated in any way contrary to this Policy or you have any comments on how we can ensure that it works better, please contact Mrs Karen Fox the Practice Manager at the practice. We will investigate your concerns and take appropriate action.

QUESTIONS

If you have any questions or comments regarding this policy, please contact the practice manager. If you do not have any questions, the organisation presumes that you understand and are aware of the requirements of the policy and will adhere to them.

MONITORING AND REVIEW

The practice manager is responsible for enforcing, maintaining and auditing the policy. This includes an annual review