



Equality and diversity policy

Our vision is for **Surgery@102 Limited** 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

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 faith and of no faith
- 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

Putting this 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.

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 **Nikita Punater** at the practice. We will investigate your concerns and take appropriate action.

Monitoring and review

We will monitor the effectiveness of this Policy and the impact on all other relevant policies and practice. This review will happen when necessary and as a minimum annually.