

## **Diversity & Equality Policy Statement**

Simon Chesney's Osteopathic & Acupuncture Clinic is firmly committed to diversity and equality in all areas of its operations.

We are committed to promoting equality of opportunity both within our business and with patients and other organisations that we work with. We recognise that the strength of the business is built on the understanding of individual strengths and differences and seek to respect these.

We recognise that certain groups and individuals in society are disadvantaged because of discrimination experienced. We seek to ensure that our organisation respects and includes everyone and that no patient or prospective patient, supplier or prospective supplier, employee, temporary worker or job applicant receives less favourable treatment on the basis of:

Age

Disability and/or medical conditions

Marital status

Race, language, ethnic or national origins

Religious belief

Responsibilities for care of dependents

Sex (including gender reassignment)

Sexual orientation

Trade Union membership and/or political views or affiliations

We recognise that there may be other areas where people experience discrimination and we will work towards an anti-discriminatory environment, based on open discussions with employees, patients, suppliers and others on perceptions of discrimination.

We further recognise that discrimination can be direct or indirect and take place at both institutional and personal levels. We believe that such discrimination is unacceptable and we are committed to providing equality of opportunity for all by eliminating unwarranted and inappropriate discrimination. We will do this by ensuring that this practice reflects relevant legislation and good practice.

The success of this policy relies on the support and understanding of all our employees. We all have a responsibility not to be offensive to patients, suppliers or colleagues or to participate in or condone harassment or unlawful discrimination of any kind.