

Equal Opportunities Policy

Whitehall House Dental Practice

This practice is committed to working towards equality of opportunity for every member of the team. This is our policy in respect of discrimination on the grounds of sex, race, religion, disability or age.

Discrimination is any form of unfavourable treatment. We recognise that any discrimination is harmful and is, in many cases illegal. Through this policy, through training and by example, we wish to demonstrate that we do not tolerate discrimination by anyone working at this practice.

Sex discrimination is any form of treatment which is unfavourable and which is gender or marital related. Discrimination according to sex is illegal under the terms of the Sex Discrimination Act 1975. The Act applies equally to both men and women. Sex discrimination is when one person is treated less favourably on the grounds of his or her sex than a person of the other sex would be treated under similar circumstances and can be direct or indirect.

Sexual harassment is a form of sexual discrimination. It can be defined as unwanted conduct of a sexual nature or other conduct based on sex which affects the dignity of those who work in the practice. This can include unwelcome physical or verbal conduct.

Race discrimination is any form of treatment which is unfavourable and which is related to colour, race or nationality. Discrimination according to race is illegal under the terms of the Race Relations Act 1976 and can be direct or indirect.

Racial harassment is a form of racial discrimination and might involve racist jokes or insults etc.

Religious discrimination is where a person is treated less favourably because of his or her religious beliefs. The Fair Employment Act 1989 enables employees who feel that they have been discriminated against on the grounds of religious belief or political opinion to take action against an employer.

Disability discrimination is where a person is treated less favourably because of disability. Occasionally a disability can limit a person's capability for some forms of employment. Discrimination occurs when the treatment of the individual is unfavourable taking into account the disability.

Age discrimination is where a person is treated less favourably on the grounds of age. The Employment and Equality (Age) Regulations 2006 requires employers to foster a workplace culture in which discrimination and harassment, on the grounds of age, are unacceptable. Employers are also required to lay down procedures to enable employees to work past the age of 65 if they so wish.

Harassment is a form of discrimination where a person is made to feel uncomfortable because of their sex, race, disability, age or religion. It may involve action, behaviour, comments or physical contact which is found offensive, objectionable or intimidating by the recipient.

Victimisation is when the employer treats an employee less favourably than other employees are treated because he or she has brought or threatens to bring proceedings, or give evidence or information against an employer with reference to the Sex Discrimination, Race Relation or Equal pay Acts.

The right to have equal pay provides equality in terms of an employee's contract where he or she is employed to perform work which is rated equivalent to that performed by a member of the opposite sex.

If you feel that you are the subject of discrimination or harassment, let the perpetrator know how you feel verbally or in writing asking him or her to stop the behaviour. Keep a record of the incidents, raise the issue with <.....> and if the matter is not resolved, submit a written complaint.

All allegations are taken seriously.