



**POLICY NUMBER: 13**

**POLICY TITLE:**

**A24GROUP POLICY ON ENSURING EQUAL OPPORTUNITY IN THE WORKPLACE.**

**THE PURPOSE OF THIS POLICY:**

- To explain the A24Group policy on assuring that all locum doctor’s have equal opportunity in the workplace.
- To explain the A24Group policy on assuring that service to clients or patients will not be affected by discriminatory practices.
- To inform of the measures that A24Group has put in place to achieve equal opportunity for all people in the workplace.

**POLICY CONTENT:**

**IN ORDER TO ACHIEVE EQUAL OPPORTUNITY IN THE WORKPLACE A24GROUP IS COMMITTED TO THE FOLLOWING:**

<p><b>Possible grounds</b></p>	<ul style="list-style-type: none"> <li>- A24Group tries to ensure that neither the organisation nor its locum doctor’s discriminates on the basis of:             <ul style="list-style-type: none"> <li>- Ethnic origin</li> <li>- Age</li> <li>- Disability</li> <li>- Race</li> <li>- Religion</li> <li>- Gender</li> <li>- Personal sexual preferences</li> </ul> </li> </ul>
<p><b>Ability to do the job</b></p>	<ul style="list-style-type: none"> <li>- Locum doctor’s will only be discriminated between on the basis of their ability to perform their work to the required standards of professionalism, efficiency and safety.</li> </ul>
<p><b>Commitment</b></p>	<ul style="list-style-type: none"> <li>- A24Group is committed to an equal opportunities environment that is real and not just words on paper.</li> <li>- A24Group administrative functions will not require information about locum doctors, or clients that can form the basis for discrimination on the grounds mentioned above. All information of a potentially discriminatory nature will only be sought and kept if it is a legal requirement and if A24Group should know about factors that may affect job placement, such as disability or impairment.</li> </ul>

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<b>Relief</b>	<ul style="list-style-type: none"><li>- All locum doctor's and clients have access to relief procedures via the equality action plan, company complaints grievance procedures and the formal feedback channels if they feel that they have been unfairly discriminated against.</li></ul>
<b>Contributing factors</b>	<ul style="list-style-type: none"><li>- In achieving a non-discriminatory workplace and service to clients, A24Group will take the following contributing factors into consideration:<ul style="list-style-type: none"><li>- Age</li><li>- Religious beliefs and holidays</li><li>- Culturally and religion related social events</li><li>- Issues and situations that may lend itself to discrimination on the basis of Ethnic origin, Skin colour, Disability, Race, Religion, Gender and Personal sexual preferences</li><li>- Dietary requirements and preferences</li><li>- The ability to communicate clearly, whether this be affected by language difficulties or impairment</li><li>- Disabilities or impairments, such as partial or no sight, partial or no hearing, partial or no mobility, diminished mental capacity and diminished physical strength</li></ul></li></ul>
<b>Monitoring</b>	<ul style="list-style-type: none"><li>- A24Group will monitor the effectiveness of the steps taken to ensure equal opportunity. These steps will include:<ul style="list-style-type: none"><li>- Including questions and inviting feedback about the issues during 1 to 1 performance reviews and feedback sessions with locum doctors and clients.</li><li>- Formal feedback mechanisms for clients, patients and affected persons (such as family and relatives).</li></ul></li></ul>

**END OF POLICY**