



**POLICY NUMBER: 17**

**POLICY TITLE:**

**A24GROUP POLICY AWARENESS OF CULTURE, ETHNICITY AND ANTI-DISCRIMINATION**

**WHO MUST ABIDE BY THIS POLICY?**

**All A24Group Locum Doctor's regardless of whether they are permanent or temporary**

**THE PURPOSE OF THIS POLICY:**

- **To create awareness of anti-discriminatory policies that should be adopted by A24Group locum doctor's towards clients, their families, their advocates as well as toward fellow colleagues.**
- **To raise awareness amongst locum doctors that they must show respect for the culture, ethnicity, values and beliefs of different groups. These may affect the client's care plan.**
- **To avoid stereotyping on the grounds of culture, ethnicity, creed, religion, age or marital status.**
- **To ensure that there are mechanisms in place to address grievances, so that all issues of discrimination are addressed, challenged and eliminated.**
- **To provide support to the existing policy relating to Equal Opportunities.**

**POLICY CONTENT:**

**WHAT YOU MUST NOT DO**

<b>Discrimination</b>	<ul style="list-style-type: none"><li>- <b>No A24group locum doctor's must discriminate against any staff member or client, directly or indirectly, on any of the following grounds: race, colour, age, gender, sexual orientation, marital status, parenthood, cultural difference, ethnicity, religious beliefs, political beliefs or affiliation, creed, disability or impairments.</b></li></ul>
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**WHAT YOU MUST DO**

<b>Equal treatment</b>	<ul style="list-style-type: none"><li>- All locum doctor's must treat their colleagues and clients equally and without any discrimination. Discrimination will be seen as serious misconduct.</li></ul>
<b>Religious beliefs</b>	<ul style="list-style-type: none"><li>- Locum Doctor's should be aware of, sensitive to and become basically conversant with the client's preferred religion, holy books e.g. bible, Hebrew scriptures, etc, prayers and prayer times, religious ministers, and places of worship e.g. mosque, church, temple.</li></ul>
<b>Festivals &amp; Ceremonies</b>	<ul style="list-style-type: none"><li>- Locum Doctor's should be aware of, sensitive to and become basically conversant with the client's ethnic, cultural or religious festivals or ceremonial times and activities and the required dress codes if any.</li></ul>
<b>Language</b>	<ul style="list-style-type: none"><li>- Locum Doctor's should be aware of, sensitive to and become basically conversant with the client's first, preferred or mother tongue language.</li></ul>
<b>Death arrangements</b>	<ul style="list-style-type: none"><li>- Locum Doctor's should be aware of, sensitive to and become basically conversant with the clients preferred last rites e.g. request for a priest, last offices and requests for organ transplants if any.</li></ul>

**END OF POLICY**