**EQUALITY AND DIVERSITY**

Say Opal Healthcare is an inclusive place of work and in order to deliver high quality care we need to reflect on equality, diversity and inclusion. We have to balance the way we interact with each other and our patients. Staff should always try to be fair and balanced in their approach with patients, colleagues and clients regardless of age, disability, gender reassignment, pregnancy, race, sex, sexual orientation, religion and beliefs.

All staff are to actively promote a practice that is fair in quality, equality and diversity to the community, to reflect the core company values and our commitment to equality and diversity. An annual equality and diversity training/refresher is to be undertaken by all staff.

**EQUAL OPPORTUNITY**

Equal opportunity is the principle of equality for all. It helps individuals be treated equally without being discriminated against on the grounds of their sex, race, age, religion, colour, origin or disability wherever they go.

The Equality Act 2010 is the act responsible for making it unlawful for people to be discriminated directly or indirectly against on the ground of age, sex, gender reassignment, disability, marriage & civil partnership, pregnancy & maternity, race and religion. The act has a range of positive effects on society:

 It promotes an inclusive culture.

 It promotes respect for others values and individuality.

 It prevents discrimination, harassment and victimization.

 It promotes and fosters good relations across the workforce and with partners.

**Examples:**

**Gender reassignment**: If someone decides to change their gender the law attempts to prevent any discrimination they may face. The Act aims to ensure the public treat them equally and fairly.

**Religion or Belief:** The act enforces respect for others beliefs or religion and acceptance of people for whom they are by promoting an inclusive culture. The act prevents both direct and indirect discrimination e.g. a company could not refuse to recruit or promote someone because of their religion beliefs.

**Sex and Age:** Women should not feel like their jobs are threatened when they reach a child bearing age nor should they lose a future post with their employer because of pregnancy or the need to care for their children. The law also states that parents of children born after 14 December 1999 have the right to take up to 13 weeks unpaid leave during the first five years of their child’s life.

welcome

from

lucy & sarat

**EQUALITY IS ALL ABOUT ACCEPTING EACH OTHER AND RESPECTING ONE AND OTHER.**

**WE ARE EACH DIFFERENT IN OUR OWN WAY**

**Work to ensure that the workplace remains free from intimidation, harassment, victimization and discrimination.**

Familiarise yourself with the equality and diversity policy

**For more information visit**

<https://www.gov.uk/equality-act-2010-guidance>

**Provide Equality for All**

* Promote an inclusive environment.
* Respect and value each other.
* Do not bully each other
* Treat each other nicely and with dignity.

**Sexual Orientation**

* Lesbian or Gay
* Bisexual
* Heterosexual (Straight)
* Other

**Religion, Race and Belief**

* Buddhist
* Christian
* Hindu
* Jewish
* Muslim
* Sikh
* Other

meaning of equality

You can read more on

Equality Act 2010 by clicking this link:

[Equality Act 2010: What do I need to know?](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85017/individual-rights1.pdf)

“Remember to take what you learn into practice”

**EVERYONE IS UNIQUE**