



# Equality and Diversity Policy

First introduced September 2012  
Reviewed 25<sup>th</sup> January 2018  
Review Due: 25<sup>th</sup> January 2020

# Equality and Diversity

As a small company we adhere to the Equality and Diversity Act and all responsibilities are held with our Director Sarah Booker.

As a small business Physiotherapy2fit uses the NHS Terms and Conditions Handbook (Section 5) with regards to Equal opportunities for employees.

All policies listed below are used:

- Recruitment, promotion and staff development
- Dignity at work
- Caring for children and adults
- Flexible working arrangements
- Balancing work and personal life

Physiotherapy2fit abides by the below statement:

“All parties to this agreement commit to building a NHS workforce which is valued and whose diversity reflects the communities it serves, enabling it to deliver the best possible healthcare service to those communities.

The NHS will strive to be a leader in good employment practice able to attract and retain staff from diverse backgrounds and communities.

The parties will strive to ensure that:

- Everyone working in the NHS should be able to achieve his or her full potential in an environment characterized by dignity and mutual respect
- The past effects of institutional discrimination are identified, and remedial action taken
- Equality of opportunity is guaranteed
- Individual difference and the unique contribution that individual experience, knowledge and skills can make is viewed positively
- Job descriptions, person specifications, and the terms and conditions of service fit the needs of the service and those who work in it, regardless of age, disability, race, nationality, ethnic or national origin, gender, religion, beliefs, sexual orientation, domestic circumstances, social and employment status, HIV status, gender reassignment, political affiliation or trade union membership

As a small company we are acutely aware of all Acts and Laws relating to Equality and seek legal advice regularly from our independent solicitor. We are governed by The Equality Act 2010.

Definitions

The Act defines discrimination in terms of nine “protected characteristics”:

- Age

- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

We are aware of direct and indirect discrimination and look seek premises and that are suitable for all individuals and will make suitable adaptations as able to have access for all.

We are aware that the general duty requires NHS organisations to have due regard to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The third of these three aspects of the general equality duty is new and could have important implications in the workplace.

Guidance offered to employers on the NHS Employers website stipulates that “due regard means consciously thinking about the three aims of the PSED as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by NHS trusts, such as:

- How they act as employers
- How they develop, evaluate and review policy
- How they design, deliver and evaluate services
- How they commission and procure from others”

We work as though we are an NHS organization and provide services as per NHS policies and procedures.

All Physiotherapists are members of The CSP and are therefore governed by the CSP code of conduct which also outlines expectations with regard to Equality and Diversity.

Regulations were approved in Parliament in September 2011 that introduce two specific duties. These duties mean that public bodies including NHS organisations are required to:

- Publish information to demonstrate compliance with the Public Sector Equality Duty (PSED) at least annually starting from 31 January 2012
- Prepare and publish equality objectives at least every four years starting from 6 April 2012.

In line with this Physiotherapy2fit publish all our policies on our website at [www.physiotherapy2fit.com/policies](http://www.physiotherapy2fit.com/policies)

Hard copies of policies are available on request to all service users. All employees receive emails with policies attached at commencing employment as well as with any updates to policies.