

**MSHC EQUAL OPPORTUNITIES/**

**ANTI-DISCRIMINATION (SERVICE PROVISION) POLICY**

**INTRODUCTION**

The term 'visitor' used below refers to anyone (including patients and their family members, other visitors and contractors) making use of the Practice's premises and services except employees, for whom the Equal Opportunities (Employment) Policy applies.

The Practice:

- will ensure that all visitors are treated with dignity and respect
- will promote equality of opportunity between men and women
- will not tolerate any discrimination or perceived discrimination against, or harassment of, any visitor for reason of age, sex, gender, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief
- will provide the same treatment and services (including the ability to register with the Practice) to any visitor irrespective of age, sex, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief

The practice actively promotes and supports the ethos and the requirements of the Equality Act 2010.

**APPLICABILITY**

This Policy applies to the general public, including all patients and their families, visitors and contractors.

**PROCEDURE**

1. Discrimination by the Practice or Visitors / patients against you

If you feel discriminated against:

- you should bring the matter to the attention of the practice manager
- the practice manager will investigate the matter thoroughly and confidentially within 10 working days
- the practice manager will establish the facts and decide whether discrimination has taken place and advise you of the outcome of the investigation within 15 working days

If you are not satisfied with the outcome, you should raise a formal complaint through the Practice's Complaints Procedure.

**2. Discrimination against the Practice's staff**

The Practice will not tolerate any form of discrimination or harassment of our staff by any visitor. Any visitor who expresses any form of discrimination against, or harassment of, any member of our staff, will be required to leave the Practice's premises immediately. If the visitor is a patient, he/she may be removed from the Practice's list if any such behaviour occurs on more than one occasion.