



LONDON HEART CLINIC

EQUALITY, DIVERSITY, AND ANTI-DISCRIMINATION POLICY AND PROCESS

Policy No	HR015
Responsible Person	Anika Jivraj
Date Issued	Jun 2024
Next Review Date	Every two years
Authorised by	
Version No	02

Title	Equality, Diversity, and Anti-Discrimination Policy
Author	



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Issue Date	June 2024
Review Date	Every two years unless review required earlier
Policy No and Version	HR0015 Version 02
References	<ol style="list-style-type: none"> 1. Equality Act 2010, 2. Employment Rights Act 1996, 3. Human Rights Act 1998, 4. General Data Protection Regulation (GDPR) 2018, 5. Health and Safety at Work Act 1974, 6. The Employment Equality (Age) Regulations 2006, 7. The Public Sector Equality Duty, 8. The Equality and Human Rights Commission (EHRC) Guidance,
Appendix	
Scope	All individuals in the employ of this establishment <i>(‘employ’ means any person who is employed, self-employed, volunteer, working under practising privileges or contract of service with this establishment)</i>

Policy Statement

The London Heart Clinic (LHC) is committed to fostering a diverse, equitable, and inclusive workplace, free from discrimination, harassment, bullying, and victimisation. This policy ensures compliance with the **Equality Act 2010** and other relevant UK legislation. We actively promote equality of opportunity for all, ensuring that individuals are treated fairly and respectfully, regardless of their personal characteristics or circumstances.

Key Principles

1. Commitment to Equality and Non-Discrimination

LHC is dedicated to providing equality of opportunity in all aspects of employment and patient care, including:

- **Recruitment and selection**
- **Job advertisements**
- **Training and development**
- **Promotion opportunities**
- **Pay, benefits, and conditions of service**
- **Conduct at work**
- **Disciplinary and grievance procedures**
- **Termination of employment**

No employee, patient, or other stakeholder will be discriminated against based on **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation**, or any other protected characteristic under the **Equality Act 2010**.



Any form of discrimination, harassment, or victimisation is strictly prohibited and will result in disciplinary action, which may include summary dismissal.

2. Inclusion of Diverse Characteristics

LHC recognises and values the diverse characteristics of its staff and patients. We are committed to creating an inclusive environment, including:

- **Neurodiversity:** Reasonable adjustments will be made to support individuals with conditions such as autism, ADHD, and dyslexia.
 - **Gender Identity and Expression:** We support employees and patients of all gender identities and expressions, including non-binary and gender-fluid individuals, ensuring their rights are respected.
 - **Disability Support:** LHC will make reasonable adjustments to support individuals with disabilities, ensuring that they can perform their roles effectively and participate fully in the clinic's activities.
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3. Diversity, Equity, and Inclusion (DEI) Initiatives

LHC actively promotes DEI through:

- **Ongoing Training:** Regular diversity training to raise awareness and promote inclusivity.
 - **Staff Development:** Opportunities for growth and advancement are provided to employees from all backgrounds, ensuring that everyone has the opportunity to succeed.
 - **Participation:** Initiatives to encourage participation from underrepresented groups and foster an inclusive working environment.
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4. Support for Mental Health

LHC is committed to supporting the mental health and well-being of its employees. We provide:

- **Reasonable adjustments** for employees experiencing mental health challenges.
 - **Confidential support** and signposting to mental health services.
 - We are dedicated to preventing mental health-related discrimination, and all employees are encouraged to speak openly with their managers if they need additional support.
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5. Reasonable Adjustments for Disabilities

LHC is committed to ensuring that employees with disabilities are supported through reasonable adjustments. Employees should inform their manager or Human Resources if they require adjustments to their working environment or role.

- Examples of reasonable adjustments may include:
- Modifying workstations or equipment.



- Adjusting working hours or shift patterns.
- Providing additional support, such as a mentor or specialised equipment.

6. Monitoring and Reporting

LHC regularly monitors the effectiveness of its equality, diversity, and inclusion practices through:

- **Anonymous diversity audits** to identify any areas for improvement.
- **Data analysis** on recruitment, promotion, pay, and disciplinary actions to detect patterns of inequality.
- **Compliance with GDPR** regulations when handling personal and sensitive data.
- This ongoing review ensures that the clinic complies with the **Equality Act 2010** and other relevant legislation.

7. Harassment, Bullying, and Victimisation

LHC maintains a zero-tolerance approach to:

- **Harassment:** Unwanted conduct that violates an individual's dignity or creates an intimidating, hostile, degrading, or offensive environment.
- **Bullying:** Persistent, offensive, abusive, or intimidating behaviour that makes an individual feel vulnerable or undermined.
- **Victimisation:** Treating someone less favourably because they have made or supported a complaint of discrimination or harassment.
- All complaints of harassment, bullying, or victimisation will be thoroughly investigated in line with LHC's grievance procedure, and appropriate action will be taken against offenders.

8. Bystander Intervention

LHC encourages employees to take action if they witness any form of discriminatory or harmful behaviour.

9. Family-Friendly Policies

LHC provides equal support for employees with family responsibilities, ensuring that:

- **Pregnancy and maternity:** Pregnant employees and those returning from maternity or paternity leave are supported.
- **Shared parental leave** is available to eligible employees, ensuring equal access to family-friendly policies for all genders.

Employees will not face discrimination for using family-friendly benefits or taking time off for family-related matters.



10. Social Media and External Conduct

Behaviour outside the workplace, including on social media, that conflicts with the principles of this policy and affects workplace relationships or LHC's reputation, may be subject to investigation and disciplinary action.

11. Anti-Racism and Allyship

LHC is committed to opposing systemic racism and promoting racial equality. Employees are encouraged to:

- Participate in **anti-racism initiatives**.
 - Act as allies to colleagues from different racial and ethnic backgrounds.
 - Through active engagement in these initiatives, we aim to create a supportive and empowering environment for all staff and patients.
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12. Training and Awareness

Equality, diversity, and anti-discrimination training is mandatory for all staff at LHC. Refresher training is provided regularly to ensure that employees:

- Understand their responsibilities under this policy.
 - Actively contribute to maintaining a workplace culture of respect, dignity, and inclusivity.
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Grievance Procedures

Any employee who feels they have been subjected to discrimination, harassment, bullying, or victimisation is encouraged to raise the issue through LHC's formal grievance procedures. All complaints will be treated seriously, confidentially, and investigated promptly. **Retaliation** against individuals who raise complaints or support investigations is strictly prohibited.

Monitoring and Review

- This policy will be reviewed every two years or sooner if significant changes in legislation occur. Amendments will be made as necessary to maintain compliance with the **Equality Act 2010** and other current UK legislation.
 - By adhering to this policy, LHC ensures a commitment to fostering an environment where all individuals are valued, respected, and provided with equal opportunities to succeed.
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