

**Equal Opportunities Policy**

**Policy Statement:**

Knockdene Healthcare is committed to diversity and will promote diversity for all employees, workers and applicants and shall adhere to such a policy at all times.

**Policy Aim:**

Knockdene Healthcare embraces diversity and will seek to promote the benefits of diversity in all of our business activities. We will seek to develop a business culture that reflects that belief. We will seek to widen the media platforms on which we recruit, to ensure as diverse an employee and candidate base as possible.

**Policy:**

We will review on an on-going basis all aspects of recruitment to avoid unlawful or undesirable discrimination.

We will treat everyone equally irrespective of sex, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, political beliefs and places an obligation upon all staff to respect and act in accordance with the policy.

Knockdene HealthCare is committed to providing training for its entire staff in equal opportunities practice.

We shall avoid stipulating any unnecessary requirements which would exclude a higher proportion of a particular gender, sexual orientation, age, religion or racial group or which would exclude disabled job applicants; and will avoid prescribing any requirements as to marital or civil partnership status.

We operate Equal Opportunities principles in our recruitment and registration procedures, which ensures that nurses and healthcare assistants (HCA) are selected only on the basis of their ability to fulfil the requirements of the job.

Agency staff will not take part in or condone any discriminatory act, attitude or conduct with the public, patients, clients, agency workers or employees of Knockdene HealthCare.

Knockdene HealthCare has in place procedures as part of our quality assurance system for monitoring compliance with this policy and for dealing with complaints of discrimination.

Any discrimination complaint will be investigated fully.