



Doctors' Support Network

Equality & Diversity Policy

The **Doctors' Support Network** is dedicated to encouraging a supportive and inclusive culture amongst the whole organisation. It is within our best interest to promote diversity and eliminate discrimination in our activities.

Our aim is to ensure that all members and contacts are given equal opportunities and that our organisation is representative of all sections of society. Each member or contact will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to everyone and not provide less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All members and contacts will be treated fairly and with respect. When the **Doctors' Support Network** selects candidates for any opportunity, it will be on the basis of their aptitude, ability or needs.

The **Doctors' Support Network** aims to give help and encouragement to all members and contacts to develop their full potential and utilise their unique talents.

Commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create an environment that promotes dignity and respect for everyone.
- To not tolerate any form of intimidation, bullying, or harassment, and to address any issues arising in this area.
- To make training, development, and progression opportunities available to all members and contacts.
- To promote equality in the organisation, which the **Doctors' Support Network** believes is good practice.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns with the committee so we can address the issue.
- To encourage members and contacts to treat everyone with dignity and respect.
- To regularly review all our practices and procedures so that fairness is maintained at all times.

The **Doctors' Support Network** will inform all members that an equality and diversity policy is in operation and that they are required to comply with its requirements. The policy will also be drawn to the attention of external contacts.

This policy will be updated when necessary.

Source: modified from the [High Speed Training](#) website

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