

EQUAL OPPORTUNITIES

Policy Statement

Trueblue Nurses is committed to achieving a working environment which provides equality of opportunity and freedom from discrimination on the grounds of race, religion, sex, class, sexual orientation, age, disability or special needs.

Aim of the Policy

The aim of Trueblue Nurses is to promote equal treatment for all employees and service users irrespective of race, colour, sexual orientation, nationality, ethnic origin, religion, political belief, disability, age, gender, or marital status; and that this is managed in compliance with equal opportunities legislation and accepted codes of good organisation. We aim to ensure that no job applicant, staff member, volunteer, organisation or individual we provide services to will be discriminated against by us.

Definition

Trueblue Nurses understands discrimination to mean the treatment of one person more or less favourable than another on the grounds of race, religion, sex, class, sexual orientation, age, disability or special need. Discrimination may be direct or indirect. Direct discrimination is deliberate. Discrimination is indirect when an unnecessary condition or requirement is imposed, whether intentionally or inadvertently, such that the proportion of members of one group who can comply with it is considerably smaller than the proportion of other groups.

Equal Opportunities Policy

Trueblue Nurses is committed to a policy of equal opportunities for all and requires all employees to abide by and adhere to this general principle and to the requirements of the Code of Practice laid down by the Equal Opportunities Commission and the Commission for Racial Equality. In particular, Trueblue Nurses:

Will not practice or tolerate discrimination on the grounds of race, colour, ethnic or national origin, religion, class, disability, special needs, on grounds of sex or marital status or membership or non-membership or a trade union.

*Expects all employees, of whatever grade or authority to abide by and adhere to this general principle.

*Staff will be promoted, employed and treated fairly on the basis of their ability and merits and accordingly to their suitability and no one will be disadvantaged by a condition or requirement, which is not justified by the genuine needs of their job or of the proposed job.

*Is committed to challenge any form of discrimination it encounters

*Will base employment decisions on merit, qualifications and abilities in order to provide equal employment and advancement opportunities to all individuals.

*Will encourage employees or service users with questions or concerns about any type of discrimination in Trueblue Nurses to bring these issues to the attention of Trueblue Nurses management.

Procedure of dealing with complaints of discrimination

Employees or contracted staff who believe that they are subject to discrimination at work, either by Trueblue Nurses or by another employee, can have recourse to Trueblue Nurses grievance procedure as set out in their terms of employment. Some discriminatory acts may contravene the Sex Discrimination Act 1975 or the Race Relations Act 1976. These and other forms of discrimination will be taken seriously by Trueblue Nurses.

Complainants should: Record the details of what happened or of the specific nature of the complaint using the Trueblue Nurses Complaints Form
 Record details of when and where any occurrence took place
 Record the names and contact details of witnesses if appropriate.

Training

All staff will read the policy on equal opportunities as part of their induction process.

Trueblue Nurses Equal Opportunities Policy
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