

Equality & Diversity Policy

THE HARMONY THERAPY TRUST is committed to eliminating discrimination and encouraging diversity and equality amongst its workforce. The aim is that our workforce will be truly representative of all sections of society and each employee, whether they be direct, self-employed or voluntary feels respected and able to give of their best.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices, with all our client-patients, colleagues and partners.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender assignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether self-employed, part-time, full-time, temporary or voluntary will be treated fairly and with respect. Selection for therapy, employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All our people will be encouraged to develop their full potential and the talents and resources of the team will be fully utilised to maximise the efficient of the Trust.

Our commitment:

- To create an environment in which individual differences and the contributions of our team are recognised and valued.
- Every person is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all.
- Equality is good management practice and makes sound business sense.
- We will review all our practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Trustees.
- The policy will be monitored and reviewed annually to meet any Government rulings.

Review dated.....February 2020.....Robert Nelson.....

Next Review date.....February 2021.....