

Weobley & Staunton on Wye Surgeries**EQUALITY & DIVERSITY POLICY****INTRODUCTION AND BACKGROUND**

As an organisation, Weobley & Staunton on Wye Surgeries is committed to equality and valuing diversity within its workforce, as well as ensuring it meets its obligations to all sectors of the community in the health and social care services it commissions.

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

We will provide equality of opportunity and we will not tolerate discrimination on grounds of gender, gender identity, marital status, pregnancy and maternity, sexual orientation, race, colour, nationality, religion or belief, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs - or any other grounds.

We will demonstrate our commitment by:

- Promoting equality of opportunity and diversity in the communities where we work and with all our partners and workforce.
- Aiming to build a workforce which reflects our local community, with the aim of having parity of representation across the workforce and encouraging recruitment from groups currently under-represented in the organisation and supporting their career progression once employed.
- Treating our stakeholders, colleagues and partners fairly and with respect promoting a working environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this.
- Recognising and valuing the differences and individual contribution that people make in all aspects of our work.
- Ensuring legislative requirements are met and best Practice is implemented in all our service delivery and employee policies and procedures.
- Supporting these with appropriate training and guidance.
- Ensuring our commissioning and procurement practices reflect our commitments to equality and diversity and that we pass on these requirements to our providers.
- Treating breaches of this equality policy seriously and taking disciplinary action when required.

Every person working for the Practice has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone - including members of the public, other staff and employers and partners. Inappropriate behaviour is not acceptable. The key piece of legislation which governs this policy is the Equality Act 2010.

THE EQUALITY ACT 2010

The Equality Act came into force in October 2010. Its purpose was to strengthen, harmonise and streamline 116 pieces of separate legislation. It aims to provide the same levels of protection across all protected characteristics.

The protected characteristics are:

- **Age** - This means a person belonging to a particular age group. This includes people of the same age and people of a particular range of ages. E.g. 'over 50s' or '21 year olds'.
- **Disability** - Protection is provided where someone has a physical or mental impairment and this has a substantial and long term adverse effect on the person's ability to carry out normal day to day activities.
- **Sex/Gender Identity** - Protection is provided for both men and women to ensure equitable treatment for both sexes.
- **Sexual Orientation (Heterosexual, Homosexual and Bisexual)** - Protection is provided for all sexual orientation to ensure equitable treatment for all.
- **Gender Reassignment/Trans Status** - Protection is provided where someone has proposed, started or completed a process to change their sex. It is clear that there is no requirement to be undergoing medical treatment or supervision.
- **Marriage and civil partnership** - Protection from discrimination for being married or in a civil partnership is provided in employment and vocational training only.
- **Pregnancy and maternity** - For all areas covered by the Act a woman is protected from unfavourable treatment because of pregnancy or because she has given birth.
- **Race** - 'Race' includes colour, nationality, citizenship and ethnic or national origins. A racial group can also be made up of two or more distinct racial groups.
- **Religion and Belief** - Religion means any religion and includes a lack of religion. It is for the courts to determine what constitutes a religion.

Belief means any religious or philosophical belief and includes a lack of belief. Examples of philosophical beliefs include Humanism and Atheism. A belief need not include faith or worship of a God or Gods, but must affect how a person lives their life or perceives the world.

DISCRIMINATION

There are two types of discriminations that are unlawful: direct and indirect discrimination.

Direct Discrimination is where a person is treated less favourably because of their race, sex, disability, sexual orientation, religion, belief or age.

Indirect Discrimination is where the employer applies a practice, requirement or condition which applies equally to all individuals, but which:

- Has an adverse disproportionate impact on a group of people because of their race, sex, disability, sexual orientation, religion or belief, or age and
- The employer cannot show it to be justified, and
- It causes detriment to the individual

Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying, harassment or victimisation will be tolerated.

Weobley & Staunton on Wye Surgeries are committed to implementing equality of opportunity in carrying out all its various functions. We are committed to the development of effective policy, strategy and standards and to the introduction of monitoring and information systems to review and evaluate progress towards the achievement of equality of opportunity.

We recognise the effects of historical disadvantage and past discrimination, and will, where appropriate and within the law, take positive action to achieve equality of opportunity.

We believe much can be achieved by developing policies, practices and procedures to eliminate unlawful and unfair discrimination and realise that real progress toward equality of opportunity requires a programme of action, which involves the commitment and participation of all staff.

Weobley & Staunton on Wye Surgeries believe that equal opportunities require a genuine commitment to this policy from everyone. For us this also has a duty to adhere to the key guidance in establishing, monitoring and evaluating our responses to the Equality Act, Disability Discrimination Act (DDA); Sex Discrimination Act and Race Relations Act and all Amendments related to those Acts.

All members of staff together with those involved in all activities are required to conduct themselves in accordance with our Equality and Diversity Policy. They are required to take personal responsibility in this area and work towards promoting respect for individuals. This will entail identifying and removing inappropriate behaviour and changing practices which perpetuate inequality and taking necessary action to challenge unfair, discriminatory or racist practices.

Members of staff can be held personally liable as well as, or instead of the Practice, for any act of unlawful discrimination. Staff who commit serious acts of harassment may be guilty of a criminal offence. Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the practice disciplinary procedure.

THE PUBLIC SECTOR EQUALITY DUTY

The Public Sector Equality Duty was created by the Equality Act 2010 and replaces the race, disability and gender equality duties. The duty came into force in April 2011 and covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. It applies in England, Scotland and in Wales. The general equality duty is set out in section 149 of the Equality Act. In summary, those subject to the general equality duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnership. The Equality Act also gives Ministers the power to impose specific duties through regulations. The specific duties are legal requirements designed to help those public bodies covered by the specific duties meet the general duty.

Following a government consultation, the Equality Act 2010 (Specific Duties) Regulations 2011 were been laid before Parliament for approval, and came into force on 10 September 2011.

These regulations will promote the better performance of the equality duty by requiring the publication of:

- equality objectives, at least every four years
- information to demonstrate their compliance with the equality duty, at least annually.

PURPOSE OF THE POLICY

The purpose of this policy is to set out the position of the Practice in relation to legislative compliance with the Equality Act 2010 and to enable staff members of the Practice to understand their rights and responsibilities in this regard. It covers the relevant functions and activities undertaken by the Practice and gives guidance to staff members on what is expected in each regard.

The Practice acknowledges that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

We believe members of staff have a professional commitment to ensure that we know how to make effective personalised provision for employees, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in our training.

The Practice strives to ensure that the culture and ethos of our practice is such that, whatever the heritage and origin of our employees, everyone is equally valued and treats one another with respect. All employees including learners and apprentices will be provided with the opportunity to experience, understand and celebrate diversity.

Members of staff can be held personally liable as well as, or instead of the Practice, for any act of unlawful discrimination. Staff who commit serious acts of harassment may be guilty of a criminal offence. Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the practice disciplinary procedure

SCOPE AND AREAS FOR ACTION

This policy seeks to set out the expectations within the Practice in a number of areas which will fulfil the Practice's legal obligation in respect of the Equality Act 2010 and will also promote good practice with respect to Equality and Diversity.

Each of the following areas will relate to different functions and activities undertaken by the Practice and will apply to different staff members.

- **Compliance with legislation** - The Practice will ensure that it complies with the requirements of the Equality Act 2010 and that each of its staff members receives appropriate training on how to do so. The Practice lead for Equality and Diversity will co-ordinate activities and staff members to maintain up to date information and an action plan to ensure appropriate pieces of work are undertaken.
- **Implications for HR (e.g. recruitment)** - A significant responsibility of the Practice is to ensure that its workforce is treated with equality and respect, regardless of each staff member's protected characteristics. Workforce policies will be reviewed and maintained to ensure that all staff members are being treated fairly and appropriately with regards to their individual circumstances.

The most relevant policies will include:

- Recruitment and selection
- Managing Performance
- Disciplinary/Conduct
- Grievance
- Staff Induction
- Bullying and Harassment
- Flexible working
- NHS Code of Conduct for Managers
- Job descriptions (including statements regarding equality and diversity expectations)

- Health policies
 - Annual appraisals with staff
 - Employment equality monitoring forms
- **Leadership** - The Practice will use its position within the local health and social care economy to lead the way with respect to policy, behaviour and practice for equality and diversity.
 - **Expected standards of behaviour** - The Practice expects and demands that all of its own staff and the staff employed by providers with whom it contracts, will display the appropriate behaviour to all colleagues, patients and service users, regardless of their protected characteristics. Any non-compliance with this requirement will result in disciplinary action.
 - **Service design and redesign** - When considering any service that is being designed or redesigned, service leads and commissioning staff should consider the needs and requirements of each of the groups with protected characteristics and should ensure that they have consulted appropriately with these groups. Consideration of these requirements at the beginning of the process will mitigate any potential discrimination that may arise for a group with a protected characteristic and will contribute to the high level of quality service delivery expected by the Practice in its commissioning role. This may include any national or local research, data and patient feedback related to the protected characteristics that apply to the service in question. This information can inform the Equality Impact Analysis for the service.
 - **Communications and Engagement** - When undertaking communications internally and externally and any engagement activities related to Practice initiatives, due regard will be paid to ensuring that communications are accessible in a variety of ways and that all sections of the community with protected characteristics are engaged with appropriately. This will be evidenced through robust monitoring and engagement feedback reports which will incorporate commentary on the efficacy of reaching out to relevant groups, depending on the nature of the specific engagement activity.
 - **Translation and interpretation** - Where patients and service users' first language is not English and their level of English does not facilitate equality of access to a particular service, the policy of the Practice will engage appropriate independent interpreting and translation. Where patients and service users' are deaf or have a hearing impairment, the policy of the Practice requires providers to engage British Sign Language interpreters where requested by the patient or carer. This is an essential part of delivering high quality, safe services to all of our population and ensuring vulnerable people are safeguarded appropriately.
 - **Training** - The Practice will ensure that each member of staff has the training appropriate to their role in relation to Equality and Diversity.

ENGAGEMENT

All engagement activity will be planned with the aim to capture the particular views of diverse groups. Wherever possible, care will be taken to avoid holding events on days of significant religious festivals. Events will be assessed for their accessibility in terms of disability, interpretation and dietary requirements.

DEFINITIONS

Equality is about 'creating a fairer society, where everyone can participate and has the opportunity to fulfil their potential' (DoH, 2004). By eliminating prejudice and discrimination, the NHS can deliver services that are personal, fair and diverse and a society that is healthier and happier. For the NHS, this means making it more accountable to the patients it serves and tackling discrimination in the work place. (DoH 2011).

Diversity literally means difference. When it is used as a contrast or addition to equality, it is about recognising individual as well as group differences, treating people as individuals, and placing positive value on diversity in the community and in the workforce.

Historically, employers and services have ignored certain differences such as background, personality and work style. However, individual and group diversity needs to be considered in order to ensure that everybody's needs and requirements are understood and responded to within employment Practice and service design and delivery.

A holistic approach means making a commitment to equality through the recognition of diversity.

ROLES AND RESPONSIBILITIES

Leadership

The Governing Body accountability for Equality and Diversity sits with the Partners of the Practice.

All Staff

Staff have a duty under the NHS Constitution "Not to discriminate against patients or staff and to adhere to equal opportunities and equality and human rights legislation." It is the responsibility of staff to challenge and report discriminatory behaviour.

TRAINING

All staff should complete the on-line equality and diversity training. Additional training needs should be discussed with line managers at routine 1-2-1 meetings or through appraisals.

IMPLICIT BIAS

WHAT ARE IMPLICIT BIASES?

Implicit biases are the unconscious prejudices, preferences or assumptions that the brain forms about certain groups of people. These associations are a fast and easy way for the subconscious to store information and enable quick judgements. It's important to establish that holding these implicit biases is not the same thing as being overtly racist or sexist - they are formed automatically and involuntarily.

Studies have shown that implicit bias can have a direct impact on decision making - even where a company has a diversity policy and actively supports equality, it remains possible for such biases to come into play. Decisions on recruitment, performance, promotion, and even medical diagnoses have been found to alter when individuals are presented with similar situations where the only differences are characteristics such as gender or race.

HOW TO COUNTER IMPLICIT BIAS

Implicit biases are most likely to emerge when tired or making quick decisions. When rushed, low on sleep or under pressure, making a conscious effort to take extra time to assess the responses and judgements you are making can establish whether they are they based purely on facts, or if assumptions are playing a part. Alternatively, and if possible, consider anonymising job applications, CVs or requests from employees or patients to ensure implicit biases cannot impact on responses.

HUMAN RIGHTS

The Human Rights Act incorporates rights under the European Convention of Human Rights into domestic law. Individuals can bring claims under the HRA against public authorities for breaches of Convention rights. UK courts and tribunals are required to interpret domestic law, as far as possible, in accordance with Convention rights. Previous case law may be overturned if there is a breach of Convention rights and the relevant law can be re-interpreted in a way which is compatible with Convention rights. Convention rights include a right not to be discriminated against on non-exhaustive grounds, which include that of sex, where another Convention right is engaged.

European Legislation:

- The Pregnant Workers Directive
- Article 119 of the Treaty of Rome
- The Equal Treatment Directive
- The Equal Pay Directive

The Practice is committed to the principles contained in the Human Rights Act. We aim to ensure that our employment policies protect the rights and interests of our staff and ensure that they are treated in a fair, dignified and equitable way when employed at the Practice.

INFORMATION GOVERNANCE

Any Practice policy which impacts on or involves the use and disclosure of personal information must make reference to and ensure that the content of the policy is comparable with the relevant statutory or legal requirement and ethical standards.

DATA PROTECTION ACT 1998 AND THE NHS CONFIDENTIALITY CODE OF PRACTICE

The Data Protection Act (DPA) provides a framework which governs the processing of information that identifies living individuals.

Processing includes holding, obtaining, recording, using and disclosing of information and the Act applies to all forms of media, including paper and images.

It applies to confidential patient information but is far wider in its scope, e.g. it also covers personnel records.

The DPA provides a legal gateway and timetable for the disclosure of personal information to the data subject (e.g. Health Record to a patient, personal file to an employee).

Whilst the DPA applies to both patient and employee information, the Confidentiality Code of Practice (COP) applies only to patient information.

The COP incorporates the requirements of the DPA and other relevant legislation together with the recommendations of the Caldicott report and medical ethical considerations, in some cases extending statutory requirements and provides detailed specific guidance.

RECRUITMENT & SELECTION

The Practice has implemented a Recruitment & Selection policy. The objective of this policy is to recruit the best person for a role and outlines the responsibilities of the recruiting managers in complying with legal and locally agreed requirements.

At every stage of the recruitment process, Managers will treat all applicants equally, showing no discrimination on the grounds of their ethnic origin or nationality, disability, gender, gender reassignment, marital status, age, sexual orientation, race, trade union activity or political or religious beliefs.

Applicants will be selected against criteria based solely on objective, job related criteria and their ability to do the job applied for. The Practice will consider providing appropriate assistance to ensure equality for all.

Relevant educational, training and development opportunities are open to all staff and all staff have a personal development plan in place, which must be reviewed annually. Information on education, training and development opportunities is widely publicised, and attendance monitored for.

Monitoring information is gathered periodically to ensure there are no inequalities in opportunities for promotion.

EMPLOYEE RELATIONS

The Practice has developed a number of 'Employee Friendly' Policies and also has in place Disciplinary, Dignity at Work and Grievance Policies to process employee relations issues.

As with any Practice Policy these are fair and consistent in their manner. Practice policies do not discriminate against anyone on the grounds of colour, age, sex, race/nationality - including citizenship - ethnic or national origins, marital status, civil partnership, disability, sexual orientation, any religion, or religious or philosophical belief.

Instances of harassment under any of the above are treated very seriously and are addressed under the Dignity at Work and Disciplinary Policies.

The Practice:

- Values its employees equally
- Will ensure that all employees are treated with dignity and respect
- Will ensure that employees will receive the same contractual pay and benefits as a person of the opposite sex doing the same or broadly similar work
- Will promote equality of opportunity between men and women
- Will offer equal opportunities to all employees, and treat all employees the same regardless of age, sex/gender, trans status, marital status, pregnancy, race, ethnicity, disability, sexual orientation, gender, pregnancy or maternity status, religion or belief
- Will not tolerate any discrimination against any employee or job applicant for any of the above reasons; any such discrimination will be considered as a disciplinary offence
- Will not tolerate any discrimination against a visitor or patient; any such discrimination will be considered as a disciplinary offence
- Will advertise externally and within the Practice all job vacancies; all applications will be welcomed and considered, irrespective of age, sex/gender, trans status, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief
- Will advertise within the Practice all opportunities for promotion, transfer and training; all applications will be welcomed and considered, irrespective of age, sex/gender, trans status, marital status, pregnancy, race, ethnicity, disability, sexual orientation, religion or belief

And has fully adopted the requirements and ethos of the Equality Act 2010 and associated legislation.

This applies to all employees and Partners, and also applies in principle to other people who work at the Practice e.g. self-employed staff, temporary staff and contractors.

If you feel discriminated against:

- You should bring the matter to the attention of the Practice Manager*
- The Practice Manager will investigate the matter thoroughly and confidentially within 3 working days.

- The Practice Manager will establish the facts and decide whether discrimination has taken place and advise you of the outcome of the investigation within 10 working days.
- The Practice Manager will take appropriate action to prevent further discrimination and discipline the offender(s), if appropriate, via the Practice's Disciplinary Procedure.

If you are not satisfied with the outcome, you should progress the matter via the Practice's Grievance Procedure, starting at the Formal Procedure Stage 1.

*if the complaint is against The Practice Manager, you should bring the matter to the attention of the Assistant Manager or a GP Partner.

ZERO TOLERANCE

The Practice is committed to developing and maintaining a safe and secure environment, for its patients, staff and visitors and has a duty to take all reasonable steps to protect and support its staff.

Violent and abusive behaviour includes bullying and/or harassment of any description. Violent or abusive behaviour by patients, visitors or staff is not tolerated and decisive action will be taken to protect staff, patients and visitors, including combating behaviour contrary to the principles outlined in this Policy on the grounds outlined in the Policy Statement.

All violent adverse incidents are reported, investigated and appropriate remedial action is taken. When a clinical risk/incident is reported, a risk assessment may be appropriate to identify the need for change. On-going follow up and review of progress may also be appropriate.

POLICIES & PROCEDURES

The Practice has the following policies in place which need to be read along with this Equality and Diversity policy:

- Disability policy
- Grievance Procedures
- Bullying and Harassment
- Age Discrimination
- Equal Opportunities Policy
- Recruitment and Selection Policy
- Training and Development Policy
- Dignity at Work
- Being Open Policy
- Information Governance Policy

MONITORING BY ETHNICITY

The Practice recognises ethnic monitoring as essential to ensure that no ethnic group is being disadvantaged, and that monitoring leads to action planning. We will build on that approach to tackle other key areas identified.

ONE SIZE DOES NOT FIT ALL

Our staff and patients are all different ([protected characteristics](#)) and therefore 'one size does not fit' all when it comes to service design or delivery. Weobley & Staunton on Wye Surgeries aims to make sure our work, and the services we commission, promote equality, diversity and human rights, are fair and reflect local needs.

All public organisations, including Weobley & Staunton on Wye Surgeries and public providers and commissioners of health and social care services have a legal duty to promote equality.

EQUALITY ANALYSIS

Equality Analysis is the mechanism by which Weobley & Staunton on Wye Surgeries seeks to ensure that none of our functions, policies and processes have an adverse impact on any people in any of the protected groups described in the [Equality Act 2010](#), namely: age, disability, gender reassignment/trans status, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and ,sexual orientation.

The Public Sector Equality Duty, (Equality Act 2010), seeks to simplify the previous Equality Impact Assessment process. The aim is to reduce bureaucracy whilst seeking to ensure LPT consider the three aims of the Equality Duty as an integral part of decision making in respect of service, policy and process changes. These aims are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act
- Advance equality of opportunity between people of the same group and people from different groups; and
- Foster good relations between people of the same group and people from different groups.

MAKING FAIR DECISIONS

Due regard will be used as a tool to help us make fair, sound and transparent decisions that are based on a robust understanding of the needs and rights of the groups and individuals who may be affected.

LEGISLATIVE FRAMEWORK

Equality Act 2010

(This act replaces the Equality Act 2006, the Race Relations Act 1976 and the Disability Discrimination Act 1995 and seeks to harmonise a number of previous pieces of equal opportunity legislation)

The purpose of the Equality Act 2010 is to simplify discrimination legislation and create a more consistent and effective framework, while at the same time extending discrimination protection. The Act defines discrimination as less favourable treatment because of a 'protected characteristic'. The protected characteristics under the Equality Act are: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Indirect discrimination against individuals because they have a relevant protected characteristic is also covered (with the exclusion of pregnancy & maternity).

Rehabilitation of Offenders Act 1974

The purpose of the Act is to benefit those people who have been convicted of a criminal offence in civilian life or in the services (Army, Navy or Air Force) and who have since not committed any crimes.

According to the Act, if a person is convicted of a criminal offence and receives a sentence of not more than 2½ years and is not convicted again during a specified period of time (known as the rehabilitation period) s/he becomes a rehabilitated person. The conviction for the offence then becomes 'spent', or forgotten, and the person in possession of a spent conviction can then have equal access to the same benefits as a person without the same conviction within the realms of employment, training and housing.

Police Act 1997 – Section 122

This section of the Act requires the organisation to publish a Code of Practice. This is to provide assurance to those applying for Standard Disclosures – (information contained in criminal record certificates) or Enhanced Disclosures (information contained in enhanced criminal record certificates), that the information released will be used fairly and stored securely.

Public Order Act 1986 and Criminal Justice Act 1994

In some cases the offender may commit a criminal assault and criminal liability may arise under these Acts. It is an offence to intentionally cause harassment, harm or distress through using threatening, abusive or insulting words, behaviours or displays of material. There is a penalty of up to 6 months in jail and/or a fine of up to £5,000.

Protection from Harassment Act 1997

This imposes a criminal liability on the part of the offender. There is a penalty of up to 6 month in jail and/or a fine of up to £5,000.

Human Rights Act 1998

Human rights Act incorporates rights under the European Convention of Human Rights into domestic law. Individuals can bring claims under the HRA against public authorities for breaches of Convention rights. UK courts and tribunals are required to interpret domestic law, as far as possible, in accordance with Convention rights. Previous case law may be overturned if there is a breach of Convention rights and the relevant law can be re-interpreted in a way which is compatible with Convention rights. Convention rights include a right not to be discriminated against on non-exhaustive grounds, which include that of sex, where another Convention right is engaged.

Gender Recognition Act 2004

The 2004 Gender Recognition Act (GRA) makes it a criminal offence to disclose an individual's transgender history to a third party without their written consent if that individual holds a Gender Recognition Certificate (GRC). Patients do not need to show a GRC or birth certificate in order for the GRA 2004 to be in effect, so it is best practice to act as though every trans patient has one. This means always obtaining a trans patient's written consent before sharing details about their social or medical transition, sometimes also called gender reassignment, with other services or individuals. This includes information such as whether a patient is currently taking hormones or whether they have had any genital surgery, as well as information about previous names or the gender they were given at birth. Consent should always be obtained before information relating to the patient being trans is shared in referrals and this information should only be shared where it is clinically relevant, e.g. it would be appropriate when referring a trans man for a pelvic ultrasound but not when referring him to ENT

European Legislation

- The Pregnant Workers Directive
- Article 119 of the Treaty of Rome
- The Equal Treatment Directive
- The Equal Pay Directive

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Document Revision and Approval History

Version	Date	Version Created By:	Version Approved By:	Comments
1.0	01.01.13	Michele Petrie	Michele Petrie	
2.0	01.02.18	Michele Petrie	Michele Petrie	Updated legislative requirements
3.0	20.11.19	Michele Petrie	Michele Petrie	Reviewed terminology with regard to LGBT