

SEXUAL ORIENTATION POLICY – PATIENTS & PUBLIC

Introduction

The Equality Act (Sexual Orientation) Regulations outlaw discrimination by providers of goods and services to ensure that they do not discriminate against individuals, either directly or indirectly, in the provision of those services, on the basis of sexual orientation. These regulations took effect on 30th April 2007 and build on the 2003 regulations, which provide protection for employees. Under the Regulations patients have a statutory right to protection against discrimination on these grounds.

Sexual orientation includes heterosexual, gay, lesbian and bisexual people and any other sexual minority identities.

This document sets out the practice policy in relation to the provision of health services.

Policy

The practice will treat all non-staff visitors and patients as individuals, and will not deal with them or clinically treat them less favourably because of their sexual orientation, or because of their perceived sexual orientation.

When dealing with groups of individuals (e.g. charities supporting minority sexual orientation's) the group will not be treated less favourably than groups convened for other purposes. This will apply to room facilities, meetings, display of posters or notices within the practice, acceptance and display of leaflets and advertisements, links from the practice website or the availability of other facilities which the practice may be able to offer from time to time.

All staff will treat patients with equal courtesy and care regardless of sexual orientation or perceived orientation. This standard will apply when dealing with relatives or friends of the patient and will apply at all times on the premises even in the absence of patients. Staff failing to uphold this standard may be dealt with using the practice's disciplinary procedures.

The practice will conduct annual LGBT inclusion training to ensure it remains up to date and all staff have been trained

Resources

Equal Opportunities / Anti-Discrimination (Service Provision) Policy
Equality and Diversity Policy