



YORLMC Ltd
Inclusion, Equality & Diversity policy

YOR Local Medical Committee Limited (YORLMC Ltd) works in conjunction with Bradford & Airedale Local Medical Committee (BA LMC) and North Yorkshire Local Medical Committee NY LMC) and is the professional voice for all NHS GPs and practice teams across the areas of North Yorkshire, the City of York, Bradford, Airedale, Wharfedale & Craven districts. YORLMC Ltd is a gateway to pastoral care and provides personal and confidential support for GPs and practices in difficulty or experiencing major change. It also provides personal advice and support for practices on a wide range of issues.

Promoting equality and addressing health inequalities are at the heart of YORLMC's values.

YORLMC Ltd is committed to encouraging inclusion, equality & diversity in all its activities.

The aim is for this organisation to be truly representative of all sections of General Practice, and for everyone to feel respected and able to give their best.

YORLMC Ltd is committed to ensuring that all individuals and organisations with which it engages are treated equally, regardless of gender, sexuality, race, religion, ethnicity, age or disability

YORLMC Ltd acknowledges that its provision of services will be enhanced when its activities reflect the diversity of its constituent GPs

YORLMC Ltd does not positively discriminate or impose specific quotas to establish diversity

This policy's purpose is to:

- provide equality, fairness and respect for all constituent GPs, their practice teams, elected LMC members, employees or contractors working with YORLMC Ltd, whether temporarily, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

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YOR Local Medical Committee Limited (YORLMC Ltd)

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Registered as a Company limited by Guarantee. Registered in England No. 06349731.

Chief Executive: Mrs Angela Foulston

Medical Secretary: Dr Brian McGregor

YORLMC Ltd commits to:

- Encourage inclusion, equality & diversity in its actions and activities as they are good practice and make business sense
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by anyone they come into contact within the course of their contact with YORLMC Ltd. This commitment includes training LMC members, Officers, Directors, contractors and employees about their rights and responsibilities under this inclusion, equality & diversity inclusion policy. Responsibilities include everyone conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.
- Everyone acting on behalf of YORLMC Ltd should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their engagement or election, against others working in and engaged with YORLMC Ltd.
- Decisions concerning individuals being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Reviewing recruitment practices and procedures when necessary to ensure fairness, and also update them and this policy to take account of changes in the law.
- Breaches of this policy will be dealt with as misconduct under YORLMC Ltd grievance and disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal or removal from Office without notice.
 - Details of YORLMC's dispute resolution policy can be found [here](#) .
 - Employed staff are referred to the staff handbook. Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

This inclusion, equality & diversity policy is fully supported by the Board of YORLMC Ltd

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Date	Author	Document History
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October 2021	Corporate Affairs Team, YORLMC Ltd	Copyright information added, pronouns updated

Nov 2021	As above	Updated introductory paragraph
Feb 2022	As above	Copyright updated
Mar 2022	As above	Updated introductory paragraph