

# Policy Statement of Commitment to Equality, Diversity and Inclusion (EDI)

## 1 General statement

1.1 The GHR, although it does not have any employees, is committed to equal opportunities in our registration of practitioners and delivery of our Strategic and Operational Objectives. We will make every effort to prevent discrimination against any of our current Registrants and their clients on grounds of the following protected characteristics:

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation.

## 2 Responsibility for implementation

2.1 The implementation of this policy is the responsibility of the GHR's Administration Team.

2.2 Administrative responsibility lies with the Executive Advisor.

## 3. Statement of intent

To ensure the effectiveness of this policy, the GHR will:

3.1 Provide any necessary training and guidance for the Administration Team and Executive Advisor to ensure they are able to discharge their responsibilities in compliance with the law and this Policy.

3.2 Publicise opportunities to access training and guidance for its Registrants, as appropriate, to ensure they are able to discharge their responsibilities in compliance with the law and the GHR's policy.

3.3 Identify possible areas requiring action.

3.4 Discriminatory actions upheld against Registrants will be viewed seriously and will normally result in disciplinary action being taken.

3.5 Any complaints brought about discriminatory action by Registrants against the GHR will be dealt with in accordance with our published Complaints Procedure.

## 4. Monitoring

4.1 The GHR will monitor the implementation of the policy. This will involve the collection of relevant information and statistics on the composition of:

- Complaints brought by clients against Registrants
  - Complaints brought against the GHR by clients and Registrants
- 4.2 Any such information collected will be used solely for monitoring purposes. Arrangements will be made to protect the confidentiality of such information during its collection and retention.