



Trigeminal Neuralgia Association (TNA UK)

Equality, Diversity & Inclusion Policy

Introduction

TNA UK (the "Charity") provides a range of services to adults to further the relief of those suffering from trigeminal neuralgia (TN) in particular providing information, support and adding to knowledge about TN; providing support, information and advice to people with TN; raising awareness of TN, and supporting research.

TNA UK is committed to the creation of a non-discriminatory working environment where employees and volunteers (collectively referred to in this policy as "Staff") as well as individuals who approach the Charity for assistance, are treated with the same dignity and respect. No part of a person's working life should be influenced by any characteristic other than that person's ability.

Equality, diversity and inclusion is a primary consideration for the Charity. Due to the sensitive nature of the issues that people bring to the Charity, it is essential that they, as well as Staff and job applicants, are provided with equal opportunities whatever their age, ability, ethnic background, race, religion, beliefs, gender or sexual orientation.

This policy statement applies equally to the treatment of the Charity's Staff by its visitors, service users and suppliers, and to the treatment of the Charity's visitors, service users and suppliers by its Staff.

All Staff are responsible for the success of this policy and must ensure that they familiarise themselves with this policy and act in accordance with its aims and objectives. Breaches of this policy are regarded seriously and may result in disciplinary action, including dismissal where appropriate.

This policy does not form part of any employment contract. The Charity may amend or update any of the terms of this policy at its discretion from time to time.

Principles

All Staff must acknowledge and understand that there are many ways in which groups and individuals can be oppressed or deprived of their rights.

The Charity stipulates that:

- everyone should be treated with respect and without prejudice;
- referrals are accepted based on our stated criteria and not particular to any lack of ability, ethnic background, religion, gender, sexual orientation;
- the individual uniqueness and diversity of each person is valued and the work undertaken with them will highlight their strengths;

Disability

The Charity is obliged to make reasonable adjustments to accommodate any Staff who have a disability within the meaning of the Equality Act 2010. If you are disabled, or become disabled in the course of your engagement with us, we encourage you to tell us about your condition so that we can support you in the workplace. We will discuss with you the reasonable adjustments to your working conditions or duties which could be made to accommodate your disability and we may also wish to consult with your medical advisors.

This policy should be read in conjunction with:

[EQUALITY ACT 2010: WHAT DO I NEED TO KNOW? A SUMMARY GUIDE FOR VOLUNTARY AND COMMUNITY SECTOR SERVICE PROVIDERS](#)

Link: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85028/vcs-service-providers.pdf

Complaints

Staff who believe they have been or are being discriminated against or harassed (whether by a colleague or by a third party such as a service user or supplier) or have any other queries regarding any aspect of this policy, should contact Aneeta Prem, CEO (Aneeta.prem@tna.org.uk)

Complaints will be investigated on a case by case basis by a panel consisting of the CEO and Chair, Anne-Marie Poynor (anne-Marie.poynor@tna.org.uk) and may result in action against the perpetrator, for example a volunteer who has breached this policy may be asked to leave the Charity.