



**EQUALITY & DIVERSITY - THE APPROACH OF  
MDDUS TO MEMBERS AND EMPLOYEES**

**July 2011**

As a mutual organisation, dedicated to protecting the professional interests of our members and as an employer, the Medical and Dental Defence Union of Scotland is committed to equality both in terms of providing services to our members and in selecting, promoting, training and providing benefits to our staff. Our aim is to promote honourable practice, a concept that sits comfortably with our intention to implement and maintain a robust policy on equality and diversity.

The purpose of this commitment is to ensure that MDDUS members and staff will be treated with fairness and respect regardless of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, and ethnic or national origins), sexual orientation, religion or belief, or because you are married or in a civil partnership.

This Statement of Purpose and accompanying policy documents have been developed to ensure that MDDUS members and staff are fully aware of our promise to provide equality of opportunity in all aspects of our workings. This Statement of Purpose and the policy documents set out the way in which the MDDUS will implement its equal opportunities and diversity procedures in order to maintain and reinforce the assurance members and staff should have on the principle of receiving equal treatment from MDDUS.

This Statement of Purpose has been produced to be read in conjunction with the policy documents. It has been produced to underline how important we take equal opportunities. Read together with the policies, it sets out the way in which MDDUS will implement its equal opportunities and diversity procedures in order to maintain and reinforce the assurance members and staff should have on the principle of receiving equal treatment from MDDUS.

We recognise the value of regular monitoring as to how well our systems on the subject are working and the need for periodical defined reviews of this practice to ensure they are up to date. As well as having a designated member of senior staff responsible for this (Paul Gray, Head of HR) in whose absence the Chief Executive, we undertake to annually consult with our solicitors to ensure we comply with current best practice.

The policies on equality and diversity outline a number of relevant definitions on the topic along with the MDDUS approach to equal opportunities policies and some ways in which this should be implemented.