



Faculty of
Pharmaceutical
Medicine

*Advancing the science and practice of pharmaceutical medicine
for the benefit of the public*

FPM Equal Opportunities Policy

[version 2, 2010]

FPM is committed to building an organisation that makes full use of the relevant talents, skills, experience and different cultural perspectives available in society.

FPM aims to ensure that as an employer and through its work in training, professional development and the medical and scientific development of pharmaceutical medicine, no individual or group experiences unlawful discrimination, harassment or victimisation on any ground including age, race, sexual orientation, marital status, sex, religion or religious belief or disability.

This Policy has the full support of the Board. The following steps are being taken to put this Policy into practice and to help achieve its ends:

- the Policy will be a priority for FPM
- the Chief Executive has responsibility for the day to day operation of the Policy
- the Policy will be communicated to all employees, workers, job applicants and members and will be placed on the FPM's website
- employees will be consulted about the Policy and about any related action plans and strategies
- all employees will be encouraged to develop their skills and qualifications, and to take advantage of promotion and development opportunities in the organisation; selection criteria will be entirely related to the job or training opportunity
- information on the gender, race, age and disability of employees and workers for employment, promotion and training may (with agreement) be collected and analysed to monitor each stage of the recruitment process. Similar information about members may (with agreement) be collected and analysed. All such information will be held in strictest confidence and will only be used to promote equality of opportunity and prevent unlawful discrimination
- all employees and workers including managers will be trained on the Policy, on their rights and responsibilities under the Policy and on how the Policy will affect the way they carry out their duties. No one will be in any doubt about what constitutes acceptable and unacceptable conduct in FPM.
- complaints about unlawful discrimination or harassment will be regarded seriously and may result in disciplinary sanctions and even dismissal. The complaints procedure will be published in a form that is easily accessible.
- the effectiveness of the Policy will be monitored regularly; a report will be produced each year and published via the intranet, the website and the annual report