

Equal Opportunity Policy

The National Association of Veterinary Physiotherapy is committed to and pro-active in achieving excellence in equality of opportunity of our members, including all under-represented groups. We want to promote an inclusive culture and values diversity. One of our core values is freedom from discrimination. NAVVP is committed to a policy and practice which require that all membership will be determined by personal merit and by performance.

Positions within the executive team, will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the association concerned.

No student, member of staff or applicant for admission as a member will be treated less favourably than another because of their belonging to a protected group.

Protected groups are defined in the Equality Act 2010 as Sex, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race (including Ethnic or National Origin, Nationality or Colour), Disability, Sexual Orientation, Age, or Religion or Belief. The University respects all religious and philosophical beliefs, as well as the lack of religion or belief, and the right of all members of its community to discuss and debate these issues freely.

To date the veterinary physiotherapy industry has predominantly been made up of white females. This is also currently reflected in the membership of associations such as the NAVVP.

With the recent change of management for NAVVP, we are evaluating our equal opportunities and diversity policy. We are keen to attract applicants from all walks of life. Anyone is welcome if they are passionate about animal care, veterinary physiotherapy and can meet the requirements of membership. Having spoken to existing NAVVP members from ethnic minority groups, who initially felt concerned about the possibility of issues arising about gender or ethnicity, have been pleasantly surprised by how welcoming and open the association, the wider industry and the public have been.

If any person admitted as a member, student or appointed as a volunteer or member of staff considers that he, she or them is suffering from unlawful discrimination, harassment, or victimization in their application process, appointment, or membership, because of belonging to any of the below protected groups, they may make a complaint, which will be dealt with through the agreed procedures for complaints or grievances or the procedures for dealing with bullying and harassment, as appropriate.

Equality and diversity

Some individuals and families may become more easily isolated, marginalised and unsupported because of:

- Disability or medical conditions
- A criminal record or serving a prison sentence
- Racial background
- Different language
- Seeking asylum
- Unemployment and financial difficulties
- Homelessness or threat of becoming homeless
- Alcohol and substance abuse
- Old age (particularly those over 85)

These factors are very important in terms of consideration to safeguarding and wellbeing.