



**EQUAL OPPORTUNITIES POLICY**

It is the policy of Grace's Place to treat all employees, job applicants and clients attending the day sessions fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership status.

Furthermore Grace's Place will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The policy applies to attendance at the day centre as well as recruitment, selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

Grace's Place will regularly review its procedures to ensure that individuals are, treated according to their relevant individual abilities and merits.

Grace's Place is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

The overall responsibility for the policy lies with Dave Jones and Deon Bryan However, all staff is required to comply with the policy and to act in accordance with Its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Signed: .....  
Position: .....  
This revision dated: .....  
Latest review dated: .....