

**Grandparents' Association Equal Opportunities Statement**  
(Reg. No. 1105977)

Statement of policy:

The Grandparents' Association expects the talents of all Trustees, employees and volunteers to be used fully. No trustee, employee or volunteer should be treated differently because of their gender, sexual orientation, abilities, race, language, ethnic origin, marital status, religion, social class, age or health status.

Statement of Responsibility:

It is the responsibility of all trustees, employees and volunteers to accept their personal involvement in the practical application of this policy. Specific responsibility falls upon Officers and Trustees involved in the recruitment of employees and volunteers and in training opportunities.

Terms of reference:

1. Grandparents' Association takes seriously and will deal effectively with any complaints of unfair treatment under this policy.
2. Grandparents' Association will encourage all Trustees, staff and volunteers to understand and co-operate with this policy and will provide appropriate information.
3. Grandparents' Association will consult, where appropriate, with each group as outlined in the statement of policy.
4. Grandparents' Association will seek to provide appropriate training to enable Trustees, employees and volunteers to fully develop their skills.

This statement is brought to the attention of all Grandparents' Association Trustees, employees and volunteers and is available to members of the public.

Signed \_\_\_\_\_ Date \_\_\_\_\_

On behalf of the Grandparents' Association Trustees.