



Document Control

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Sunbeam House Services Policy Document	Title: Social, Cultural and Religious Observance Policy
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1.0 POLICY:

Sunbeam House Services is committed to supporting, developing and promoting equality and diversity in all of its practices and activities. The company aims to establish an inclusive culture free from discrimination and based upon the values of dignity, courtesy and respect. The company recognises the right of every person to be treated in accordance with these values. Such an environment cannot be created or sustained if staff or volunteers are subject to any type of discrimination because of their faith or culture, religious affiliation, philosophical or social beliefs or non-belief.

2.0 SCOPE:

This policy applies to all Sunbeam House Services employees.

3.0 PURPOSE:

To ensure equality of access to persons of all religious, social and cultural denominations.

4.0 POLICY

It is a policy of the Company to respect the social, cultural, and religious beliefs and convictions of all people.

The Company shall ensure that clients have access to the appropriate social, cultural and religious services/clergy in accordance with the wishes of the client.

If, due to levels of disability, a client is unable to express a social, cultural or religious preference, then the services of the client's family religion may be made available to him/her.

Regardless of an employee's own social, cultural or religious beliefs or practices, all staff members are obliged in the course of their work, to facilitate and ensure that clients are given the opportunity to practice their own social, cultural and religious beliefs and attend any religious services of worship or social activities should they so wish.

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