

Equality, diversity, inclusion, and social justice are central to Real Life Options Group and reflect our Values of Respect, Honesty, Responsibility and Excellence, upon which the organisation is founded.

Our aim is to ensure that all current and future individuals we support, their families and carers, potential and existing employees, volunteers, stakeholders, and suppliers are treated fairly and with dignity and respect. Every person we support and each of our employees have an important role to play in creating an environment where harassment is unacceptable and where they contribute to a culture in which individuals can work and live without fear or intimidation.

The Equality Act 2010 provides the legislative framework that informs our work to promote equality of opportunity, establish equity and reduce barriers to engagement, in line with the protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic/ national origin)
- Religion or belief (including non-belief)
- Sex (gender)
- Sexual orientation

We also seek to promote an inclusive culture and society within our services and in our communities. By being inclusive we hope to increase equity for those who may be or feel excluded from society because of relevant factors, such as:

- Unemployment
- Financial hardship
- Youth or old age
- Ill health (physical or mental)
- Substance abuse or dependency, including alcohol
- Poor educational skills
- Relationship and family breakdown
- Poor housing
- Crime, including those who are ex-offenders

Real Life Options Group is an equal opportunities employer, and we are committed to attracting and recruiting diverse candidates for employed and volunteer roles. It is important that our trustees, staff, and volunteers reflect the communities we serve at every level within the organisation.



RESPECT



HONESTY



RESPONSIBILITY



ACHIEVING EXCELLENCE

Treating everyone in the organisation as an individual, and valuing the unique contribution they can bring, is a critical part of organisational culture. By incorporating the promotion and support of diversity and inclusivity throughout the organisation, from recruitment all the way to people moving on to new opportunities, we capture the many benefits that a diverse organisation can bring. Empowering individuals to participate fully in their work and with their colleagues, enabling individuals, their teams and subsequently the organisation to reach their full potential.

In addition, Real Life Options Group provides channels where policy breaches can be safely reported. Our Directors and Managers are responsible for policy implementation, and any appropriate action, should there be a breach. In addition, they provide an environment that meets the needs of a wide and diverse range of individuals.

In terms of action we will strive to:

- Eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment, and victimisation
- Remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us
- Continuously improve our culture so that is diverse and inclusive, recognising and developing the potential of everyone

For 2023 our Learning and Development Team have developed and piloted face to face Equality and Diversity training as a mechanism of building on and bringing to life our mandatory e-learning module. Our Board and Leadership Team fully support the roll out to all staff this year continuing to develop our organisational culture. We are also looking forward to finalising and publishing our Equality, Diversity and Inclusion Strategy which will set our agenda and goals going forward.



David Sargent
Group Chief Executive Officer

21st June 2023



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