

Real Life Options Group is committed to developing, maintaining, and supporting a culture of equality and diversity both in its service provision and in employment in which people we support and staff are treated equitably. We commit to providing an environment where individuals realise their potential whatever their age, race, colour, nationality, ethnic origin, creed, disability, sexual orientation, sex, gender identity, marital or civil partnership status, parental status, religion, belief or non-belief, social or economic class, employment status, or any other criteria that cannot be shown to be properly justifiable.

Real Life Options Group will ensure that its policies, procedures, and practices comply with current legislation: Equality Act 2010. Equality of opportunity and inclusivity is fundamental to the vision and values of Real Life Options Group. The principles of equality and diversity are at the heart of our organisation and are supported by appropriate policies, procedures, and good practice.

Our aim is to ensure that everyone, be they individuals we support, their families and carers, potential and existing employees, 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 an environment where individuals can work and live without fear or intimidation. 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 of policy. In addition, they provide an environment that meets the needs of a wide and diverse range of individuals.

**David Sargent**

Group Chief Executive Officer

Effective from 1<sup>st</sup> January 2021**RESPECT****HONESTY****RESPONSIBILITY****ACHIEVING EXCELLENCE**