

Equality, diversity, inclusion, and social justice are central to Real Life Options Group and reflect the values upon which the organisation is built. These values are Respect, Honesty, Responsibility and Excellence. Real Life Options Group is an equal opportunities employer. We are committed to attracting and recruiting diverse candidates as it is important that our trustees, staff, and volunteers reflect the communities we serve at every level within the organisation.

The Equality Act 2010 provides the legislative framework that informs our work to promote equality of opportunity and reduce barriers to engagement, in particular for protected groups including:

- age*
- disability*
- ethnicity (including race, colour, and nationality) *
- gender*
- gender reassignment*
- religion or belief*
- sexual orientation*
- marriage and civil partnership*
- pregnancy and maternity*
- refugees and asylum seekers
- people who are neuro-divergent
- ex-offenders

*Under the Equality Act (2010) these are known as “protected characteristics”.

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 lives, and are supported by appropriate policies, procedures, and good practice. Our aim is to ensure that all current and future 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 a culture where individuals can work and live without fear or intimidation.



RESPECT



HONESTY



RESPONSIBILITY



ACHIEVING EXCELLENCE

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.

In terms of action we will seek to:

- 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
- We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us
- We will continue to strive towards a culture that is diverse and inclusive that recognises and develops the potential of all
- We recognise the business benefits and opportunities of having a diverse community of staff and volunteers, who value one another and realising the contribution they can make to achieving our vision



David Sargent

Group Chief Executive Officer

Effective from 1st January 2022



RESPECT



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