



RCN GROUP EQUALITY, DIVERSITY AND INCLUSION STATEMENT

Version 2.0

2.0 OUR COMMITMENTS

The RCN Group is committed to:

- 2.1 **Providing equality of opportunity for all**, preventing discrimination, harassment and victimisation on the grounds of age, disability, gender identity/ expression/ reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origins), religion or belief, sex, sexual orientation, community background (in Northern Ireland), spent criminal convictions, trade union membership, and status as a carer.

As an employer, we will ensure that all our potential employees are treated equally and fairly, regardless of their age, gender, race, religion, sexual orientation, disability, or any other protected characteristic.

We will consider the different needs of particular groups and will develop policies and provide specific support and guidance where it is needed.

We will promote and support the activities of the staff networks and consult with them on the development of policies and services. We will also support staff peer support groups.

We will promote inclusive events and activities across as broad a range as possible, and support staff to get involved.

- 2.4 Upholding human rights** ensuring that all RCN Group employees and those working on the RCN Group's behalf are responsible for actively demonstrating respect for the basic rights and freedoms of every person. We will ensure that the RCN Group is not complicit in any human rights abuses.

We will issue an annual modern slavery statement setting out the RCN Group's actions aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

We will ensure that the RCN has safeguarding measures in place to protect a person's right to live in safety, free from abuse and neglect.

- 2.5 Ensuring that our employees have access to the knowledge, learning and skills development they need** to meet their responsibilities and deliver on the RCN Group's commitments outlined in this Statement.

We will encourage employees to critically examine their own attitudes and those of others to ensure that bias does not affect judgement.

Any learning and development opportunities we offer will aim to meet the diverse needs of our employees.

- 2.6 Monitoring, evaluating and reporting** on how well we are meeting the commitments set out in this statement.

We will use routine reporting and audit activity to inform the Executive Team, relevant committees and RCN Council about how well we are meeting our commitments in this Statement across the RCN Group, and to identify opportunities to address any areas of concern.

We will set individual and team objectives where relevant to ensure that we can deliver on these commitments.

- 2.7 Taking seriously any complaints about potential breaches** of the intent of this Statement that are made about employees or those working on the RCN Group's behalf, by fellow employees, members, suppliers, visitors, the public or the media.

