



## EQUAL OPPORTUNITIES POLICY

Re-Vision recognises the complexity of addressing issues of difference and embraces the potential therein as an opportunity for growth and for affecting world soul.

We respect and celebrate all of our individual differences, giving a place to the joys and the wounding. We acknowledge that each life story informs our experience in the world.

We are committed to actively engaging in raising the level of awareness and attention given to all aspects of discrimination, oppression and disadvantage, in particular with respect to the way that difference impacts on the journey of an individual. These realities require sensitive attention.

We understand the need to develop awareness and sensitivity to the invisible nature and effects of discrimination. Implicit in this is the need to pay attention to context and power relationships with others.

We are committed to coming into relationship with the opportunity to learn about and understand the impact of the unique qualities of each oppression.

In order to address these issues Re-Vision is committed to giving consistent attention to raising consciousness within the community as a whole.

We also recognise that discriminatory attitudes exist in the collective conscious and unconscious. These differences manifest in institutional oppression. We believe discriminatory and oppressive practices are a reality in the world and inevitably become integrated into the culture of organisations. Re-Vision knows this is true and is committed to continually working for positive change within its own ethos and practice. We support individuals to challenge discriminatory practice and behaviour within the organisation.

The staff team at Re-Vision has been and continue to be actively engaged in reviewing the training. We are committed to expanding all resources to reflect our diverse society. We appreciate that the organisation has already grown in this respect and we recognise the journey continues. Re-Vision will actively oppose discrimination in our employment policies, in the provision of services and the procurement of services from other providers. Re-Vision will endeavour to recruit staff, volunteers, students and trustees who reflect the diversity of culture and experience in the UK.

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