



**Matthew Radley & Associates**  
**Executive Coaching Consultancy**  
**We coach - you lead with confidence**

**MRA DE&I Policy for coaches and clients**  
**(Oct 2021)**

**We are on a journey.** We are learning, and so is the rest of the world. We are conscious and we are aware....and we are committed.

We are committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion for everyone we engage with – our coaches and our clients. From legal compliance to leading best practice in DE&I – we will not compromise. **We believe that everyone is equal** but that doesn't mean that we treat everyone equally. **We apply equity as our fundamental belief and principle.**

**Our common language:**

**Diversity** = the 'categories' of identity that inform our unique experiences, backgrounds, and self-awareness. Valuing people's differences and treating them in a way in which they would like to be treated

**Equity** = creating fairness by providing individualised support in order to compensate for differences between people. Equity acknowledges the privilege afforded to certain individuals and attempts to level the playing field

**Inclusion** = taking positive actions to include people from all sections of society

**Our coaches:**

**Our coaches are the most valuable asset we have.** The collective sum of our individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent represents a significant part of not only our culture, but our reputation and company's ambition as well. We **embrace and encourage the diversity and uniqueness of our coaches.**

MRA's diversity initiatives are applicable—but not limited—to our practices and policies on inclusive recruitment and selection; compensation and benefits; professional development, and the ongoing development of a work environment built on the premise of equity.

**All coaches at MRA have a responsibility to treat others with dignity and respect** at all times. All coaches are expected to exhibit conduct that reflects inclusion during their work, and at all other events. All coaches are also required to attend and complete DE&I awareness training when joining MRA to enhance their knowledge to fulfill this responsibility.

**Our clients:**



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We also **believe that our clients should respect diversity, equity and inclusion**, and therefore we will challenge anyone who talks about others during their coaching in any way that contravenes this. We hold the right to suspend any coaching programme at any time if a client refuses to respond positively to this challenge.

**Safeguarding for everyone**

Coaches or clients who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from Matthew Radley directly.

**We repeat – we believe everyone is equal.**