



The Green Hub Project for Teens

Our Equal Opportunities and Diversity Policy

Who we are

The Green Hub Project for Teens (“The Green Hub Project”) is a community voluntary and fundraising group committed to helping the mental health and wellbeing of teenagers, initially referred to us by local GP’s in Surrey. We aim to utilise the benefits of the outdoors, the environment, and teamwork in projects located at The Lucks Yard Clinic in Milford, Godalming.

About this policy

This document sets out the policy and processes in place to ensure that respect for Equal Opportunities and Diversity underpins the delivery The Green Hub Project.

Equality

The Green Hub Project is committed to treating all people equally and with respect irrespective of their age, disability – seen and unseen, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We seek to offer support for individuals to feel safe, free from harassment or bullying, secure in the knowledge that they will be encouraged to make the most of their time with us. It is important that we seek to enable individuals to be supported according to their needs. This will apply particularly to those with mental health concerns for whom we have a duty to promote their welfare and practice in a way that protects, supports and enables individuals to achieve Equality with others.

Diversity

Appreciating Diversity is an important aspect of a thriving and inclusive world – we learn from each other through sharing different backgrounds, perspectives, and experiences. Hence, we welcome in young people and adults who reflect our local communities and characteristics as well as others who may also be from ones that our new to us. This will enable everyone to grow in their understanding and respect for each other’s differences.

This policy applies to anyone associated with The Green Hub Project including Management Committee Members, Volunteers and to the Teens and their families whilst working with us.





Legal Framework

This policy has been drawn up based on legislation such as the Equality Act 2010

<https://www.legislation.gov.uk/ukpga/2010/15/contents> , policy and guidance including on mental health www.rethink.org and young people <https://www.actionforchildren.org.uk/about-us/Equity-and-diversity/>

Supporting Documents

The Green Hub operates within a framework of policies and procedures, guidance and related documents which, where relevant, should be read in conjunction with this policy.

We will practice this Policy by:

- treating people with dignity and respect regardless of their age, disability – seen and unseen, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation
- being open and thoughtful when we talk to others and encouraging everyone to communicate and behave with respect, skill, and grace. Language or humour that people find offensive will not be tolerated e.g. sexist, homophobic or racist jokes or language/imagery of people with a mental health disability or concern that is derogatory
- working with the teens who have been referred to us to identify any specific needs, which we would need to take into account, such as feeling uncomfortable working in close proximity with others whilst with us. With this example we will also seek to help that individual begin to feel more comfortable as a valued member of the group
- challenging any individual who appears to contravene this policy and offer them an opportunity to explain their position and identify any action that is required e.g. awareness raising discussion, training or if necessary, a verbal warning. The process for taking this action is set out in the 'Code of Conduct Policy' which can be found in the Welcome Pack.
- retaining the right to ask an individual who fails to respond or further contravenes after a first verbal warning to leave the premises and the Project
- educating our Members and Volunteers about the policy, so that they are committed to its aims and practice, have had an opportunity to ask questions and receive any training or other support they need to comply with it
- asking Teens and their families working with us to also have read and understood the Policy and to abide by it, for example with behaviour that is not racist, homophobic and which is sensitive to the needs of those with mental health concerns
- having a named Management Committee Member who leads on the implementation and monitoring of this Policy.





How to raise a concern or complaint

It is important to establish the difference between a concern and a complaint. Taking informal concerns seriously at the earliest stage will reduce the likelihood of them developing into formal complaints. We commit to doing our best to resolve any potential discomfort or discrimination that Members, Volunteers or Teens may feel they have experienced.

Should you feel you have a concern arising from your experience with the Green Hub Project we would encourage you, in the first place, to share your concern with the Manager for the session you have attended. If your concern is to do with the Manager then please raise your concern with the Chair of the Green Hub Project Management Committee, Tone Tellefsen-Hughes – contact details below.

Write careful notes of the details of your concern and the effect it has had on you or others. Sign, date and pass a copy of your notes to the manager for the session.

We commit to trying to resolve your concerns working with you and others as appropriate to your satisfaction.

Anyone volunteering or attending a session at the Green Hub Project has a right to respect and Confidentiality. Hence, your concern will be treated with respect and in confidence. However, the Green Hub Project has a legal duty to report any concerns relating to potential abuse of any description and will act accordingly.

If you feel your concern has not been satisfactorily resolved, you can make a complaint to us by writing to The Green Hub Project, via contact details below.

Should you feel your complaint has not been satisfactorily resolved you can also send in a written complaint to the Chair of the Green Hub Project.





Adoption of this policy

This Policy was adopted by the Green Hub Management Committee.

Signature of Chair

Name

Tone Tellefsen Hughes

Signature of second committee member

Name

Anthea Cooke

Date of adoption

21st July 2021

This policy was last reviewed on 21st June 2021. It will be reviewed every two years, or if relevant legislation changes. The latest version is available from admin@greenhub.org.uk

Our contact details

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- Email Address: admin@greenhub.org.uk
- Website Address: www.greenhub.org.uk

