



Our Equal Opportunities and Diversity Policy

Who we are

The Green Hub Project for Teens ("The Green Hub Project") is a Registered Charity in England & Wales, (No. 1203272) with registered office at The Lucks Yard Clinic, Portsmouth Rd, Milford, Godalming GU8 5HZ.

We are committed to helping the mental health and wellbeing of teenagers. We aim to utilise the benefits of the outdoors, the environment, and teamwork in projects located at our gardens.

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 including gender identity and expression. 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 Project 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
- asking teens and adults for their expressed pronoun preferences and using those.
- encouraging and enabling our adult staff to attend gender identity and expression training
- 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.

What you should do if you wish to report a concern

- Should you wish to report a concern about equality and diversity, arising from your experience with the Green Hub, you should either write to: **The Green Hub Project for Teens, c/o The Lucks Yard Clinic, Portsmouth Rd, Milford, Godalming GU8 5HZ**, or email us at admin@greenhub.org.uk
- Should you feel your concern has not been satisfactorily resolved, you can send in a written complaint to the Chair of the Green Hub Project for Teens, at the address above. For details of the current Chair, see <https://greenhub.org.uk/about-us/key-people/>

Adoption of this policy

This Policy was adopted by the Green Hub Management Board.

Signature of Chair

Name

Signature of second committee member

Name

Date of adoption

This policy was last reviewed on October 2024. 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

- Name: The Green Hub Project for Teens
- Address: c/o The Lucks Yard Clinic, Portsmouth Rd, Milford, Godalming GU8 5HZ
- Phone Number: 01483 387949
- Email Address: admin@greenhub.org.uk
- Website Address: www.greenhub.org.uk

