



**Hackney Quest**

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## **DEVELOPING THE POTENTIAL OF YOUNG PEOPLE, FAMILIES AND THE COMMUNITY**

### **DIVERSITY, EQUALITY AND INCLUSION POLICY**

Equality, diversity and inclusion have been central to the mission of Hackney Quest since it was established in 1988 and are key to the design and ethos of everything we do. All programmes in Hackney Quest aim to reflect celebrate and support the hugely diverse community we are positioned in. We recognise the need to reflect on and have strategies to ensure that our programmes, recruitment strategies and publicity materials remain a representation of that community.

#### **Diversity, Equality and Inclusion means:**

- Creating a fairer society where every person can participate and has the opportunity to fulfil their potential
- Recognising and treating people as individuals and placing a positive value on their diversity
- Where all people are embraced irrespective of race, gender disability, medical or other need, culture, age, religion or sexual orientation. Giving equal access and opportunities and without discrimination and intolerance.

#### **Commitment to creating a diverse, equal and inclusive environment**

- Hackney Quest aims to help people to recognise their prejudices and support them to regularly reassess their attitudes when these are identified
- Hackney Quest recognises the difficulties presented by the structure of our buildings and the design of our programmes and strives to find positive solutions to ensure that clients, volunteers or staff who wish to access sessions can do so and if this cannot be achieved it will be dealt with in a sensitive and dignified way and signposting of other opportunities offered.
- Hackney Quest aims to encourage people to place equalities at the heart of their involvement with Hackney Quest and take every opportunity to promote this image in the wider community

#### **Statement of Policy**

In reflecting the requirements of the Equality Act 2010, Hackney Quest accepts that in society certain groups and individuals suffer discrimination. Hackney Quest is opposed to discrimination against people on the grounds of race, colour, ethnicity, nationality, religion, gender, gender reassignment, age, disability, marital status, parental status or sexual orientation.

Hackney Quest is striving to be an equal opportunities environment and acknowledges that it has a duty to ensure that it is not unfairly discriminatory in its employment and management practices or in the service it provides.

All employees and volunteers have an obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals.

#### **Definition of Discrimination**

Discrimination arises from making assumptions; prejudging people; ignorance and fear. It manifests itself in, for example, verbal and physical attack; treating people less favourably; unequal access to

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## DIVERSITY, EQUALITY AND INCLUSION POLICY

resources e.g. money, information, justice system and the assertion of one set of values over another.

An example of **Direct Discrimination** would be refusal to interview a job applicant on the grounds of race.

**Indirect Discrimination** means applying a condition or requirement, which adversely affects one particular group significantly more than another, and cannot be strictly justified in terms of the requirements for performing the job. For example, to take a group of young people out for a meal at a steak house and some are vegetarian.

### **Discrimination on the Grounds of Race**

Hackney Quest believes that there should be no discrimination on the grounds of race, colour, nationality or ethnic background and recognises that people from ethnic minorities may, by virtue of their race, possess experience and awareness of great value to Quest. It believes that this should be taken into account when considering the recruitment of Trustees, Employees and Volunteers so that no one is prevented from working or volunteering for Hackney Quest on the grounds of their race.

### **Discrimination on the Grounds of Gender**

Hackney Quest believes that there should be no discrimination on grounds of gender, either in employment or as a person using or contributing to the activities of Hackney Quest.

### **Discrimination on the Grounds of Marital or Parental Status**

Hackney Quest believes that there should be no discrimination on grounds of marital or parental status. Hackney Quest recognises the choice of the individual with respect to their marital status. As a youth organisation, Hackney Quest recognises the needs of the family for service users and staff and volunteers. Hackney Quest recognises the need to protect women from discrimination because of their current or previous pregnancies. It recognises the need to protect women from maternity discrimination and provides that pregnancy or maternity discrimination as defined cannot be treated as sex discrimination.

### **Discrimination on the Grounds of Sexual Orientation**

Hackney Quest believes that there should be no discrimination on the grounds of being lesbian, gay, bisexual or transgender in employment or as a person using or contributing to the activities of Hackney Quest.

### **Discrimination on the Grounds of Disability**

Hackney Quest believes that there should be no discrimination on the grounds of disability as a person using or contributing to the activities of Hackney Quest and as an employee/volunteer in as much as that person can fulfil the functions of that job/role description.

### **Discrimination on the Grounds of Mental Health**

Hackney Quest believes that there should be no discrimination on the grounds of mental health as a person using or contributing to the activities of Hackney Quest and as an employee/volunteer in as much as that person can fulfil the functions of that job/role description. Please see the Mental Health Policy

### **Discrimination on the Grounds of Religious Belief**

Hackney Quest believes that there should be no discrimination on the grounds of religious belief either in employment or as a person using or contribution to the activities of Hackney Quest, and will comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in humanism and atheism.

## DIVERSITY, EQUALITY AND INCLUSION POLICY

### **Discrimination on the Grounds of Age**

Hackney Quest believes that there should be no discrimination on the grounds of age in employment or in contributing to the activities of Hackney Quest as a volunteer. The services that Hackney Quest provides are intended for young people aged between 9 and 18 years of age.

### **Recruitment and Selection**

Hackney Quest intends its procedures for recruiting and selecting Trustees, employees and volunteers to ensure the widest response from all groups in society and will take positive steps to achieve this.

### **Implementation of the policy**

The CEO is responsible for implementing this policy, but requests that all trustees, staff and volunteers ensure they implement this policy within their own practice in the organisation. The policy will be implemented by ensuring that all employees, trustees and volunteers are aware of and trained in the policy. Any third parties (e.g. agencies) employed to recruit staff, trustees or volunteers will be made aware of the policy.

### **Reporting discrimination**

Any incidents of discrimination should be reported to the CEO. In the event that the CEO is the alleged perpetrator of discrimination, the incident should be reported to the Chair of Trustees. The CEO/Chair will investigate the incident and decide on any appropriate action.

### **Monitoring and reviewing the policy**

The Board of Trustees will review the policy every three years. Implementation of the policy will be monitored and reviewed annually as part of the CEO's appraisal. All job applicants and volunteers will be asked to complete an Equal Opportunities Monitoring Form and the information gathered will be analysed by the CEO (or her delegate) annually and any necessary action taken.

Reviewed: December 2021

Review Date: December 2023

Approved by: *Colette Allen* [Colette Allen, CEO and Safeguarding lead].