

# sustainable hackney

## **Statement on Diversity**

Sustainable Hackney welcomes the diversity of tradition, culture and belief within Hackney. We aim to support all of Hackney's communities and seek to ensure that we reflect that diversity through our volunteers, projects and services. It is an object of Sustainable Hackney, as set out in the constitution, to develop the diversity of the organisation.

We will not tolerate discrimination on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation.

## **Equal Opportunities Policy**

Sustainable Hackney recognises that a sustainable society is one in which differences are respected and valued, dignity, equality and diversity are promoted and individuals are encouraged to develop and maximise their true potential.

Sustainable Hackney recognises that it has a responsibility to its stakeholders to work in ways that eliminate discrimination and to ensure its policies and practices give equal opportunity to all, regardless of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, or employment status, political beliefs or responsibility for dependents. This includes ensuring equal opportunity to all to become an officer or member of the steering group of Sustainable Hackney and for membership, employment and volunteering.

Sustainable Hackney will regularly review and further develop policies to promote equal opportunities in volunteering and employment at every stage, including through: advertising opportunities; recruitment and selection; training and development; grievance procedures and termination of contract.

Overall responsibility for this policy rests with the steering group and in the last instance with the chair, Philip Pearson, but each volunteer, employee, consultant, facilitator, trainer or steering group member is responsible for their own compliance with this policy. Actions or behaviour contrary to the spirit of the policy may lead to the organisation taking appropriate action.

It is the responsibility of the Sustainable Hackney steering group to implement, monitor the effectiveness of, and review and develop this policy where necessary.

Date adopted: 29<sup>th</sup> February 2012

Reviewed: 27 March 2013, 5<sup>th</sup> June 2014, 5<sup>th</sup> May 2015, 5<sup>th</sup> June 2016, 31<sup>st</sup> May 2017, 31<sup>st</sup> July 2017, 28<sup>th</sup> June 2018.

Date of next review: July 2019