

Equality and Diversity Statement



I. Statement of Commitment

At Hear 2 Listen, **equality, diversity, inclusion,** and **social justice** are fundamental to our vision of a world where all young people—and those who serve and support them—are heard, respected, and valued. These principles are central to our culture, policies, and everyday practices.

We believe that every young person has the right to thrive in a space that is free from discrimination and rich with opportunity. We are committed to embedding inclusion in all that we do—whether through program design, recruitment, partnerships, or leadership.

II. The Equality Act 2010 provides the legislative framework that informs our work to promote equality of opportunity and reduce barriers to engagement, in particular for protected groups including:

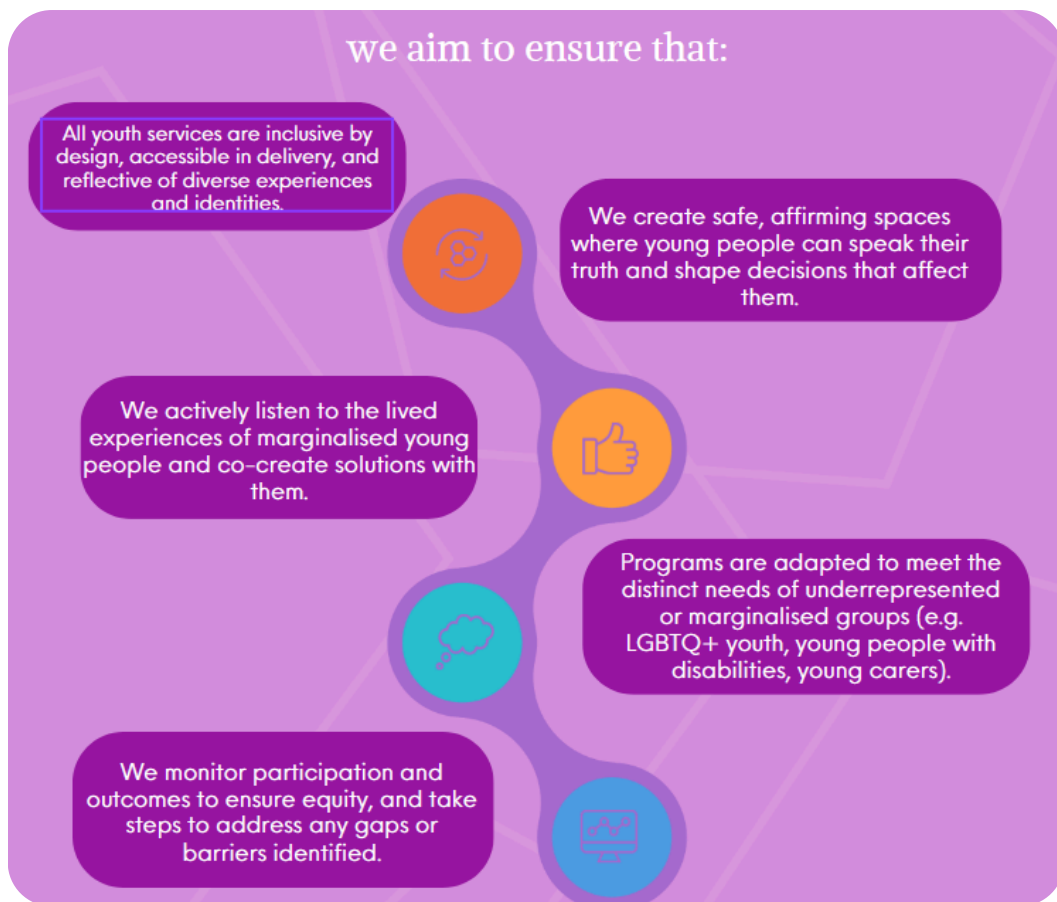
Disability*	Religion or belief*	Refugees and asylum seekers
Ethnicity (including race, colour and nationality)*	Sexual orientation*	People who are neuro-divergent*
Gender*	Marriage and civil partnership*	Ex-offenders*
Gender reassignment*	Pregnancy and maternity*	



· *Under the Equality Act (2010) these are known as “protected characteristics”.

This Act underpins our work and provides a legal basis for our commitment to equality of opportunity and outcomes for both staff and young people. We go beyond compliance by actively promoting equity, representation and social justice.

III. Applying EDI to Our Work with Young People



IV. Applying EDI to Our Internal Practices and Staff Culture



V. Monitoring, Accountability and Action

We will:



Regularly review this policy and our practices to ensure they remain relevant and impactful.



Collect and analyse data to identify gaps in representation, access, or outcomes.



Set and report on measurable EDI objectives, internally and to stakeholders.



Ensure leaders are accountable for driving and modelling our EDI commitments.

VI. Conclusion

At Hear 2 Listen, our commitment to **equality**, **diversity**, and **inclusion** is not a one-off statement; it is a continuous, evolving journey of learning, unlearning, and taking action. By upholding the **Equality Act 2010** and living our values, we strive to create a world where all young people and all those who work with them can thrive.