

Q Pride & Q Belong

Employer: The Hub at Quorum Business Park

Area: North Tyneside

Theme: Equality, Diversity and Inclusion



Supporting inclusivity and diversity is an important part of not only our business model, but also as a community on the park. It fosters innovation, enhances decision making, improves employee morale and productivity and reflects the values of a fair and equitable society.

Here at Quorum, the Hub team along with our occupiers have worked hard to create an inclusive and safe working environment for all.

As members of Northern Pride, we regularly share updates with staff about what's happening in the LGBTQIA+ community, and all our own Pride events via our hub update emails, app and social media. We also have a dedicated quarterly newsletter that goes out to the members of our Q Pride committee.

Q Pride Festival is an annual on-site event which coincides with Pride month. We decorate the park in LGBTQIA colours, have a parade down the avenue led by onsite tenant Tesco Bank's truck, and invite along friends from the local LGBTQIA+ community to celebrate and raise awareness. LGBTQIA+ friendly stalls included the likes of Youth focus, Children NE, St Oswald's Hospice, Sexual health advice, Bobby's Bar Newcastle.

Through donations on the day, this year we were able to raise £130 to donate to Northern Pride, to support local LGQBTIA+ Community projects. Two members of the hub team also represented



Quorum Park at the Northern Pride march in the city centre, and we invited staff to join us on the day, in return paying for their entry into the city centre festival event. This was also beneficial for the people who may work at home during the week, as they could join us at the weekend event.

The Q Pride Festival is a popular event across the whole of the park, after our Christmas Market it was the most attended event from 2022, in our staff survey.

"Claire Lusk, Events Manager – "It's overwhelming to see the support we get from everyone on the park each year at our Pride festival. It's always the photos that I look back on and think wow this really is a great place to work. Its evidence to me that staff feel safe to express their true self in their workplace and we are proud to have a community to support that. Our events programme is designed around equity not equality, are their small tweaks that can be made to make it easier for one certain group? Then great, let's try it. It's exciting to see the wealth of opportunities available for personal development in the Northeast, and I'm thrilled we can be part of that journey." "

Our Q Pride committee has been active since 2019 and whilst our Pride events are very celebratory in tone, it was important to use that we backed that up with real change and commitments. Namely the creation of Q Belong, an inclusivity and diversity committee that believes in equity and breaking down barriers for staff.

For us, this includes using inclusive language on our website and app, both of which have been recently updated. We have also started a neurodiverse hour at our events, and host seminars and workshops to educate. Past topics include inclusive leadership coaching and reverse mentoring, and ADHD in the workplace.

To continue our commitment to the Q Pride committee we are due another get together in December, to discuss our 2024 calendar, which we are hoping to include lots of diverse topics such as Allie training and Fertility in the lgbtqia+ community.

Each year we are able to celebrate at the Q Pride festival, we are able to raise more awareness, and gain more committee members, to share and collaborate ideas for the upcoming year.

At Quorum Park we are proud to be home to the People & Culture Forum, since 2021. Sessions are ran by Becca Brighty of Brighty People, a firm helping businesses and employees to unlock long-term workplace happiness and success.

One session, 'An introduction to neurodiversity and individual differences in the workplace,' was designed to educate delegates about what neurodiversity means, highlight that we're all different and



foster an understanding of the impacts that different brains and their preferences can be upon both individuals and the teams they're part of.

Those interested in being part of our Q Pride & Q Belong Committee groups can email hub@quorumpark.com for more information, or look out on our events calendar via the Quorum Park app or website for upcoming events and rsvp.

"Laura McGrath – Sustainability and Community Director – “The Simplest way to make a workplace inclusive isn’t to create a policy and plan for every king of group or person, it’s to make all spaces accessible for everyone.” "

"Reb Robb - campaigns and admin assistant at NCFE "I particularly liked the activity when we looked at colleague work patterns and behaviours, because it highlights some of the assumptions, we make without knowing the full story. I would thoroughly recommend attending a P&C session because it's amazing what you can learn about yourself and others.""

