



## **VERWOOD CONCERT BRASS**

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

Verwood Concert Brass is committed to encouraging equality, diversity and inclusion in our organisation, and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society and our community, and for each band member to feel respected and able to enjoy their playing.

The organisation - in providing music and entertainment - is also committed against unlawful discrimination of band members or the public.

#### **Our policy's purpose**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our organisation, whether band members, friends & family, or members of the public.

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- subscriptions
- rules of the organisation
- dealing with grievances

## **Our commitments**

The organisation commits to:

1. Encourage equality, diversity and inclusion in the organisation as they are good practice.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all individuals are recognised and valued.

This commitment includes informing members about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All members should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their banding, against fellow members and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, visitors, the public and any others in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal from the organisation.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training available to all members.
5. Make decisions concerning members being based on merit
6. Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Monitoring will also include assessing how the equality, diversity and inclusion policy is working in practice, reviewing them annually, and considering and taking action to address any issues.

## **Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by Committee and Trustees.