



Brass Bands
England

Promoting and supporting
English brass bands

Equality Diversity & Inclusion Policy

Plymouth City Brass is committed to encouraging equality and diversity and eliminating unlawful discrimination in our activities. We acknowledge and recognise that certain people are discriminated against. We are wholly opposed to this and will take all necessary steps to eliminate discriminatory practices in our band. Our aim is to ensure that all groups have fair and equal access to our organisation through recognising diversity and making reasonable adjustments to allow participation.

This EDI policy applies to all band members, trustees, parents and supporters.

The band is committed to opposing discrimination towards gender, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We intend to treat all people equally and put necessary steps in place to protect people from discrimination in all forms. We will comply with the Equality Act 2010.

We will make our Equality, Diversity and Inclusion Policy available for the public to access by request via email or print (or online via our website).

Our Objectives:

- The band will promote equality and diversity in everything we do, and we will treat people with fairness and respect.
- We will create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all where individual differences are recognised, valued and celebrated.
- We will consider the (literal and perceived) accessibility of rehearsals, meetings and concerts.
- We will take into consideration barriers to participation to ensure that specific groups in the community and underrepresented groups are not excluded.
- We will consider how we write role descriptions, conduct application processes, interviews, shortlisting & selection processes, selection panels, and how these are comprised.
- We will consider how and where we advertise for players. Appointments made concerning members will be based on merit and alignment to the band's values.

- Practices, policies, and procedures will be reviewed and updated regularly to consider and take action relating to any issues and to take account of changes in the law.
- We will provide our published materials in accessible formats where possible.

Procedures

Complaint procedures are important because then

- Members and the committee will know what to do, which results in issues being resolved effectively.
- There will be a consistent approach when handling complaints and behaviour that is not in keeping with the band's values, as outlined in this Equality, Diversity and Inclusion Policy will be dealt with as misconduct, and appropriate action will be taken by the band committee.

The band will follow an EDI Complaints Procedure for dealing with breaches of the Equality, Diversity and Inclusion Policy. Internal and External complaints will be dealt with as follows:

1. Internal complaints - To comply with the 2010 Equalities Act the complaint should be directed to a member of the safeguarding team. They should inform the Chair who will appoint two other committee members (not the chair) to investigate along with the safeguarding team. If the result of the investigation is disputed the matter will be referred to the chair who will lead second investigation team of three different committee members to hear the appeal.

2. External complaints - To comply with the 2010 Equalities Act the complaint should be directed to a member of the safeguarding team. They should inform the Chair who will appoint two other committee members (not the Chair) to investigate along with the safeguarding team. If the result of the investigation is disputed, the matter will be referred to the Chair who will lead a second investigation team of three different committee members to hear the appeal.

Monitoring and Reviewing

The Equality, Diversity and Inclusion Policy should be reviewed continually and progress relating to the Action Plan should be formally reviewed every year at the AGM. The overall responsibility for the implementation and monitoring of the Equality, Diversity and Inclusion & Inclusivity Policy will lie with the Trustees.

This Equality, Diversity and Inclusion policy is fully supported by the committee and has been adopted by the members on 06/04/2022

Signed by Chair: C S Wilkes

Date: 06/04/2022

Reviewed 8/2024 - sj