

# **Diversity, Equality, Inclusion, and Belonging policy**

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## **Introduction**

BABS is a music group open to all. We are committed to encouraging equality, diversity, and inclusion in our community

We are committed against discrimination in providing our activities.

We will not unlawfully discriminate against groups or individuals because of protected characteristics (as outlined in the [Equality Act 2010](#)):

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

In addition to these protected characteristics, we also commit to not discriminating against individuals or groups due to:

- Gender identity
- Gender expression
- Class
- Socio-economic background

BABS is also committed to promoting equality of opportunity regardless of any of the characteristics listed above.

This policy applies to everyone connected to BABS. This includes, but is not limited to: members, volunteers, individuals engaged to provide a service (e.g. freelancers), individuals applying to volunteer with us, supporters, members of the public accessing our services or attending our events

## **Aims**

BABS aims to:

- Provide and promote equality of opportunity and equitable treatment for everyone.
- Make our activities accessible and inclusive by removing barriers to entry.
- Encourage, celebrate and value diversity and inclusion.
- Ensure every member feels respected and able to give their best.
- Eliminate unlawful direct and indirect discrimination, harassment and victimisation.

BABS will not tolerate:

- Any discriminatory behaviour whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Responsibilities

- The Diversity, Equality, Inclusion, and Belonging Director (DEIB Director) or Covering Director (in the event where the position of DEIB Director is not filled) is the DEIB lead and responsible for providing advice and guidance on diversity, equality, inclusion and belonging issues, and to ensure this Policy is kept up to date.

## **General practice**

BABS will treat everyone equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.

BABS will promote equality of access to membership and musical activities and opportunities.

We will ensure no one receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction. This includes but is not limited to:

- Individuals accessing membership
- Individuals accessing musical activities and opportunities
- Volunteers
- Individuals applying to volunteer or work with BABS

We acknowledge our responsibility to make reasonable adjustments to our activity to enable access under the Equality Act 2010

We will select candidates for volunteering or paid opportunities based on their skills, qualifications and experience.

BABS' commitment to anti-discriminatory practice relates to all kinds of discrimination:

- Direct discrimination, where someone is treated less favourably than another because they

have a protected characteristic.

- Indirect discrimination, where a requirement or a condition is applied that has a detrimental effect on a particular group or individual. This applies even if there was not a deliberate intention to discriminate.
- Associative discrimination, where direct discrimination against someone occurs because they associate with another person who has a protected characteristic.
- Perceptive discrimination, where direct discrimination against someone occurs because others think they have a protected characteristic even if they do not possess that characteristic.
- Harassment, where unwanted behaviour related to a protected characteristic occurs that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. This applies even if the conduct is not directed at the individual or if they do not have the protected characteristic.
- Third party harassment, which recognises potential liability for the harassment of someone connected to the group by external contacts.
- Victimisation, when someone is treated badly because they have made or supported a complaint, or it is thought that they have done so.

## **Inclusion and respect**

- BABS will:
  - o treat everyone in a respectful manner and ensure they are made to feel equally welcome and included in all activities.
  - o provide an environment in which the contribution and needs of everyone are fully valued and recognised.
- All members, freelancers, volunteers, supporters and those representing BABS are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.
- Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place within BABS.

BABS will support our members, volunteers, freelancers and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, freelancers, other organisations or customers.

## **Removing barriers**

BABS is committed to making sure its activities are accessible and inclusive.

We recognise that there may be a range of barriers that could stop individuals accessing our activities or feeling included in them. These barriers may not always be obvious or visible and could be:

- Physical
- Practical
- Cultural
- Financial

We will work to identify any such barriers and take reasonable measures to remove them.

## Dealing with Complaints

- If any member, volunteer, freelancer or supporter feels they have been discriminated against, or harassed or victimised based on the characteristics listed above, they should raise it with DEI&B Director or covering Director. If the complaint is regarding a board member, it should be raised with the Chair of BABS.
- The Board of Trustees will take complaints of discrimination and harassment seriously.
- The Board will investigate the complaint, listening to all parties involved:
  - If the complaint is against a Board member, that member will not be part of conducting the investigation.
  - If the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment and accompanied by a friend.
  - The person making the complaint will have the same opportunity.
- If a complaint is found against BABS, the Board must work to ensure that such discrimination, harassment or victimisation is not repeated in future, and must inform the members of how they propose to do this.
- If a complaint is found against BABS, the Board should work to resolve the complaint in a manner which is acceptable to the person who was subject to discrimination.
- If a complaint is against BABS is not upheld, the Board might wish to address issues which might have led to the complaint in the first place, e.g. lack of communication, to prevent similar situations in future

Following any complaints resolution, the BABS Board are committed to reflexive learning and growth in this area and will ensure a discussion regarding lessons learned is held within 6 months of the complaint being raised.

## Policy review

The policy will be reviewed every two years by the Board of Trustees/management committee. It will also be reviewed in response to changes in relevant legislation, good practice, or in response to an identified failing in its effectiveness. Members of the BABS Council will be informed of any changes to the policy and be invited to comment.



Alistair Lamyman  
BABS Director of Administration



Shanna Wells  
BABS Chair

### Version Control - Approval and Review

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Board	July 2024	Initial draft approved	Biennially