

# Bretforton Silver Band – Equality, Diversity and Inclusion Policy

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Date policy reviewed/updated: 5<sup>th</sup> February 2024.

Next review due for policy: 5<sup>th</sup> February 2025.

## **Introduction**

1. Bretforton Silver Band is committed to promoting equality, diversity, and inclusion in all aspects of its activities. This policy outlines our commitment to creating a welcoming and inclusive environment for all members, volunteers, visitors and audiences.

## **Scope**

2. This policy applies to all individuals associated with Bretforton Silver Band, including but not limited to members, volunteers, conductors, committee members, and audiences.

## **Policy Statement**

### **3.1. Equal Opportunities**

Bretforton Silver Band aims to provide equal opportunities for all individuals, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

### **3.2. Non-Discrimination**

We will not discriminate against any individual or group on the grounds of the protected characteristics listed above. Discrimination, harassment, or victimisation will not be tolerated, and appropriate disciplinary action will be taken against those responsible.

### **3.3. Inclusive Environment**

Bretforton Silver Band will strive to create an inclusive environment where everyone feels valued, respected, and supported. We will actively challenge any form of discrimination or prejudice and promote a culture of understanding and acceptance.

### **3.4. Accessibility**

We are committed to making our activities accessible to all individuals. We will make reasonable adjustments to accommodate the needs of individuals with disabilities and provide appropriate support whenever possible.

## **Implementation**

### **4.1. Communication and Awareness**

We will ensure that this policy is communicated to all members and those associated with Bretforton Silver Band.

## 4.2. Complaints and Reporting

Any concerns or complaints related to equality, diversity, or inclusion should be reported promptly to the safeguarding officer, Chairperson or a committee member, it will be dealt with seriously and confidentially. The band will provide a clear and accessible procedure for reporting such issues.

## 4.3. Monitoring and Review

We will monitor the implementation of this policy and review it periodically to ensure its effectiveness. Feedback from members will be sought to identify areas for improvement.

## **Responsibilities**

### 5.1. Band Committee

The band committee is responsible for implementing and promoting this policy. They will ensure that appropriate resources and support are provided to uphold equality, diversity, and inclusion within Bretforton Silver Band.

### 5.2. Members

All members have a responsibility to adhere to this policy, treat others with respect, and actively contribute to creating an inclusive environment.

## **Conclusion**

Bretforton Silver Band is committed to fostering an environment where diversity is celebrated, and everyone is treated with fairness and respect. We believe that embracing equality and inclusion will enhance our collective experience and enable the band to thrive. This policy reflects our commitment to upholding these principles and will be reviewed regularly to ensure its ongoing relevance and effectiveness.