



CITY OF BIRMINGHAM  
BRASS BAND

**Equality, Diversity and Inclusion Policy**

# Equality, Diversity and Inclusion Policy



## Statement

Our aim is for our The City of Birmingham Brass Band to be representative of all sections of society, and for each member to feel respected and be able to give their best. The band is also committed against discrimination against members of the public (our audiences). 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 and will make our Equality, Diversity and Inclusion Policy accessible for the public to view in print by request.

The City of Birmingham Brass Band will not discriminate against anyone related to a protected characteristic, for example:

- Gender, including gender reassignment
- Age
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, and ethnic or national origin)
- Physical or mental health
- Disability
- Sexual orientation

## The 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 (See also: Anti bullying policy), harassment, victimisation and unlawful discrimination, promoting dignity and respect for all where individual differences are recognised, valued and celebrated.
- Decisions made concerning members will be based on merit alone.
- The band will continue to strive that all members of the band will be valued equally.
- We will have an up-to-date child protection and anti-bullying policy.
- Practices, policies and procedures will be reviewed and update on an ongoing basis and will take account of changes in the law.
- The band will ensure that all players and other members are provided with the opportunities of achieving their potential.

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- We will provide publicity material in alternate formats when requested.

## Procedures

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 at the discretion of the Chair, or if appropriate, the committee. Members of the band who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with the Chair. All complaints of discrimination will be dealt with promptly, confidentially and seriously by the Chair and/or committee.

## Conclusion

The City of Birmingham Brass Band is fully committed to fostering an environment of inclusion and equality in which musical potential can be explored and fulfilled without impediment.