

GREAT HORWOOD SILVER BAND

Equality, Diversity, and Inclusion Policy

Document No: GHSB/EDI/001

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Great Horwood Silver Band is committed to encouraging equality and diversity in our activity and eliminating unlawful discrimination.

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 lead by example in sharing our aspiration for equality, diversity, and inclusion within our organisation, with our members, and across the banding community to make brass banding accessible for all.

This EDI policy applies to all members of Great Horwood Silver Band and its representatives. 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. Namely, that we will not discriminate against anyone based on for example, Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and maternity, Race, Religion or belief, Sex or Sexual Orientation. 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 are:

- 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 to ensure that 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 act relating to any issues and to take account of changes in the law.
- We will provide our published materials in accessible formats where possible.