



BRATTON COMMUNITY BRASS BANDS

EQUALITY POLICY - 2024

Bratton Community Brass Bands strives to promote fair and equal access and equal opportunities when recruiting players, musical directors, conductors, tutors or volunteers. It also seeks to recognise and value the differences in the people involved with the organisation and its audiences.

Legal Duties

As an organisation, are guided by the Equality Act 2010.

The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the groups listed below:

- Age (for employees only)
- Disability
- Gender (including issues of transgender)
- Gender reassignment
- Marriage and Civil Partnership (for employees)
- Maternity and pregnancy
- Race (includes ethnic or national origins, colour or nationality)
- Religion and belief (includes lack of belief)
- Sexuality

What we aim to do

Bratton Community Brass Bands will:

- Ensure that our performances, rehearsals, workshops and other services are fair, relevant and accessible to all

- Ensure that all buildings where services are delivered are accessible where practicable
- Monitor and review activities and policies to ensure there is no unlawful or unjustified discrimination

Bratton Community Brass Bands and its members will:

- Encourage, conductors, players, tutors, volunteers and other staff to reach their potential, recognising that resources are not infinite
- Strive to deliver fair treatment for all
- Provide a safe and accessible environment
- Strive for an environment free from discrimination and harassment
- Provide equal access to learning and development opportunities
- Ensure our recruitment is fair

Who will do this?

All persons within Bratton Community Brass Bands (in any capacity) have a responsibility not to discriminate in the way they treat users of our services, or other engaged persons. The Committee has a responsibility to make sure that the activities of Bratton Silver Band, Bratton Brass Band, Bratton Brass Roots and Adult Learners groups respond to the needs of the diverse communities which they encounter.

Complaints

Complaints, with regard to this policy, should be reported to any member of the committee of Bratton Community Brass Bands

Policy Adopted: July 2023

Signed by (print): M. STRONG

Signed by (signature): 

Date: 27/07 /23

Date Reviewed	Reviewed By	Date Approved by Committee
20/03/24	M Strong, C Bowes	30/05/24