



SHAFTESBURY TOWN SILVER BAND

The Band Hall, Bleke Street, Shaftesbury, Dorset, SP7 8QA

Registered Charity 272454

Revision 1 – January 2022

Equality, Diversity and Inclusion policy

Statement of Intent

Shaftesbury Town 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 ensure every member is respected and valued equally.

This EDI policy applies to all Shaftesbury Town Silver Band Members, Supporters and the general public.

The band is also committed to opposing discrimination towards all persons. 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 on the basis of for example; Gender, Race, Colour, Ethnic or National Origin, Disability, Marital Status, Family Commitments, Religious or Political Beliefs, Sexual Orientation, Age, Social Class or any other factor.

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).

Legal requirements

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It sets out the different ways in which it's unlawful to treat someone. Under the Equality Act, there are nine 'Protected Characteristics'. It is against the law to discriminate against anyone because of any of these.

The Protected Characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex



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- sexual orientation People are protected from discrimination:
- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association, eg a brass band

Objectives

- Shaftesbury Town Silver 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, meeting 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 and 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 reviews and updated regularly to consider and take action relating to any issues and to take account of changes in the law.
- We will provide our published materials in accessible formats where possible.

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 by the band committee.

The band will follow an EDI Complaints Procedure for dealing with breaches or the Equality, Diversity and Inclusion Policy.



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Monitoring and review

Shaftesbury Town Silver Band Committee is responsible for monitoring the effectiveness of the Equality, Diversity and Inclusion Policy. This will be continually reviewed and progress relating to this will be formally reviews, every 3 years.

The overall responsibility for the implementation and monitoring of the Equality, Diversity and Inclusion & Inclusivity Policy will lie with the band committee.

This policy will be reviewed every three years.

The next review is due on: January 2025.