
Equality & Diversity Policy



TEST VALLEY BRASS

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Status	Live Document
Date of ratification	22 nd February 2023
Policy Authors	Paul Thompson
Review Frequency	Every 2 years
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Next Review	February 2025

PEOPLE WHO NEED TO KNOW ABOUT THIS POLICY	
Band members	Should be aware of the contents this policy, have an understanding of it and have access to it for reference.
Committee Members	Should have a working knowledge of this policy, will lead on its implementation, be able to offer advice on the policy and can make recommendations for improvement and change.
External accrediting agencies, regulatory agencies or funding bodies.	Will have reader access to this policy by request.

CHANGE CONTROL DETAILS			
Version	By	Content changed	Committee Approval date.
1	Name	Original Document	Approx. 2014
2	Paul Thompson	Complete re-write	12/5/2020
Draft 3	Paul Thompson	<p>Review frequency changed to 2 years as in header.</p> <p>Some spelling errors corrected.</p> <p>“Test Valley Brass” replaced with “TVB” throughout the document except for first occurrence.</p> <p>In line with modern thinking and the risk of defining somebody by a condition they live with, the term “disabled people” has been switched to “people with disabilities” throughout the document.</p> <p>References to “staff” omitted in favour of Leaders, helpers or members as appropriate.</p> <p>1.3 - Protected characteristics defined with a brief explanation rather than just listed.</p> <p>4.4 - Reference to good business sense removed in favour of current regulation and accepted practice.</p> <p>5.1a - Irrelevant examples removed.</p> <p>5.1C - Reduced working hours omitted as an example of a reasonable adjustment.</p> <p>The section on Monitoring has been removed.</p>	

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TEST VALLEY BRASS

1. Policy Statement.

- 1.1 Test Valley Brass (TVB) recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organisation, including band members and volunteers to ensure that no band member, helper or tutor receives less favourable facilities or treatment (either directly or indirectly) on unfair grounds.
- 1.2 Our aim is that our organisation will strive to be truly representative of all sections of society and each band member and helper feels respected and able to reach their full potential.
- 1.3 It is against the law to discriminate on grounds of 'protected characteristics'. The protected characteristics are, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender, or sexual orientation.
- 1.4 TVB opposes all forms of unlawful or unfair discrimination or victimisation even if not on the basis of a protected characteristic. To that end, the purpose of this policy is to provide equality and fairness for all during all activities, performing, rehearsing, learning and social.
- 1.5 All band members and helpers will be treated fairly and with respect. Although we are open to all as a group, selection for a specific position within any band will be on the basis of aptitude and ability and not personality or discriminatory characteristics. All band members will be helped and encouraged to develop their full potential and the talents and resources of the band, musical directors and helpers will be fully utilised to maximise the efficiency of the organisation.

2. Legal and Procedural Framework.

- 2.1 This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.
- 2.2 TVB undertakes to comply with the provisions set out for associations in the Equality Act of 2010,



3. Roles & Responsibilities connected with this policy.

3.1 Responsibilities of Band Officials and Committee Members

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the TVB committee. They will ensure that they, Musical Directors, volunteers and helpers operate within this policy and that all reasonable and practical steps are taken to avoid discrimination. They will ensure that:

- a) All leaders and helpers are aware of the policy and the arrangements, and the reasons for the policy;
- b) grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- c) proper records are maintained.

3.2 Responsibilities of Helpers and Band Members

Responsibility for ensuring that there is no unlawful discrimination rests with all people and the attitudes of everyone are crucial to the successful operation of fair practice in concerts, rehearsals, sectionals and social events. In particular, all band members should:

- a) comply with this policy;
- b) not discriminate in their day to day activities or induce others to do so;
- c) not victimise, harass or intimidate other members or groups whether or not they have or are perceived to have a protected characteristic;
- d) ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- e) inform the TVB committee, welfare officer or safeguarding officer if they become aware of any discriminatory practice.

4. Our Commitment

- 4.1 To create an environment in which individual differences and the contributions of all our band members are recognised and valued.
- 4.2 Every band member and helper is entitled to an environment that promotes enjoyment of our activities, dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- 4.3 To promote equality within the band.
- 4.4 To provide safeguarding training to leaders and helpers and to maintain safeguarding and health & safety policies consistent with existing regulation and current accepted practice.



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- 4.5 TVB will review all policies and procedures at intervals stipulated in each policy to ensure fairness and to avoid items becoming outdated.
- 4.6 This policy is fully supported by the committee members of TVB. The policy will be monitored and reviewed every two years.

5. Inclusivity

- 5.1 TVB attaches particular importance to accommodating individual needs that people may have which may otherwise be a barrier to full participation. This philosophy applies whether or not an individual is registered as having a disability. Under the terms of this policy, TVB are required to:
 - a) make reasonable adjustments to continue the participation of a band member should their accessibility to rehearsals or activities change.
 - b) ensure that access is freely and equally open to people with disabilities.
 - c) give full and proper consideration to people with disabilities who apply for a position in the band, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to rehearse and perform to the best of their ability in order to facilitate most progression.

6. Equality Training

Where possible, briefing sessions will be held for band officials on equality issues. These will be repeated as necessary.

7. Appendices

No appendices currently attached