



Chalford Band – Equality, Diversity and Inclusion Policy

Throughout this document, the term 'band' or 'Chalford Band' means Chalford Senior Band, Chalford Academy Brass and Chalford Youth Band.

1. Policy Statement

- 1.1 Chalford Band is committed to the principle of equality of opportunity and diversity and recognises that players, volunteers, members or audiences should not experience discrimination on any grounds.
- 1.2 Chalford Band aims to encourage, value and manage diversity and to promote equality of opportunity in all areas of its work and structure, and will take positive action in the areas of membership, volunteering and the provision of facilities.
- 1.3 Chalford Band recognises that many people in our society experience discrimination. It is our policy that no person or group of people should suffer oppression or lack of opportunity because of their sex, race, nationality, disability, sexual orientation, age, HIV status, class, geographical location, trades union activity, marital status, political activity or religious activity.
- 1.4 Chalford Band believes that all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.
- 1.5 Chalford Band aims to provide an environment where all players, volunteers, members and audiences at all levels are valued and respected and where discrimination and harassment are not tolerated.
- 1.6 Chalford Band recognises that The Equality Act 2010 identifies people who have an attribute defined as a 'protected characteristic' and prohibits discrimination against them by reason of that attribute. The characteristics that are protected by the Act are:
 - Disability
 - Age
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

2. Definitions

- 2.1 'Equality' means understanding and seeking to remove the different barriers to equal opportunities for different groups of people.
- 2.2 'Discrimination' is acting unfairly against a group or individual through actions such as exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.
- 2.3 The term 'disability' applies to a person who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out their normal day-to-day activities.
- 2.4 'Race' includes ethnic or national origins, colour or nationality.



- 2.5 The Equality Act 2010 is the statute replacing previous anti-discrimination laws. It applies to all organisations that provide a service to the public, sell goods or provide facilities, irrespective of whether they charge for them.

3. Implementation

- 3.1 It is the responsibility of the Chalford Band committee to implement this policy, and to review it biennially.
- 3.2 Players, volunteers, members and trustees have a duty to co-operate with Chalford Band to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. They should draw the attention of a committee member to suspected discriminatory acts or practices or cases of bullying or harassment.
- 3.3 Chalford Band will ensure that the users of this policy are made aware of its contents and responsibilities by presenting it in a suitable form, offering an accessible copy where appropriate.
- 3.4 All trainers, tutors and other professionals contracted or invited to work with Chalford Band will be required to support our Equality and Diversity policy.
- 3.5 Copies of this policy will be freely available to players, volunteers, members and any other interested parties. A copy can also be viewed on our website, (www.chalfordband.co.uk).
- 3.6 Appropriate training will be provided as necessary for trustees and volunteers.

4. Objectives

- 4.1 Develop an organisational culture that positively values diversity
- 4.2 Achieve, wherever possible, a membership, board of trustees and team of volunteers that broadly reflects the local community in which we operate
- 4.3 Ensure that individuals are treated fairly in all aspects of their work with Chalford Band
- 4.4 Make it clear that intimidation, harassment and bullying will not be tolerated and may lead to exclusion from membership or participation
- 4.5 Ensure that all our activities are provided in a way which promotes awareness of the rights and needs of the people who face discrimination and enables all people to have access to them
- 4.6 Encourage the development of skills and knowledge through training
- 4.7 ensure that premises used in relation to our activities are, as far as practicable, accessible and inviting for all members of the community
- 4.8 Challenge any discrimination or oppressive behaviour from and towards any members, volunteers, or agencies we work with
- 4.9 Work in a way that recognises people's' individual needs



This policy was last reviewed on: 31st July 2025

Signed: Derrick Witts - Chairman

Date: 31st May 2023

This policy will be reviewed **biennially**.

<u>Version</u>	<u>Date</u>	<u>Comments</u>	<u>Changes</u>
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