**MIDSOMER NORTON AND RADSTOCK**

**SILVER BAND**

Equality, Diversity and Inclusion Policy

The Midsomer Norton and Radstock Silver Band (MN&RSB) 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 the necessary steps to eliminate discriminatory practices in the MN&RSB.

This policy applies to all members, volunteers or anyone working on behalf of the MN&RSB.

The MN&RSB is also committed to opposing discrimination towards members of our audiences.

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:

Disability (visible and non-visible)

Age

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation

Gender reassignment

Marriage and civil partnership

We will make our Equality, Diversity and Inclusion Policy available for the public to access by request via email or print.

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 recognise, 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 and 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 reviewed 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 possibile.

Behaviour that is not in keeping with the band’s values, as outlined in the 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 of the Equality, Diversity and Inclusion Policy. Internal and External complaints will be dealt with by the MN&RSB’s Safeguarding Officer and should be raised by completing the Safeguarding Incident / Concern Form.

The Equality, Diversity and Inclusion Policy will be reviewed continually. The overall responsibility for the implementation and monitoring of the Equality, Diversity and Inclusion and Inclusivity Policy will lie with the MN&RSB committee.

This Equality, Diversity and Inclusion Policy is fully supported by the committee and has been agreed with its members on