

Equal Opportunities Policy

Version 1.0
Adopted on 20th January 2022



Equal Opportunities

Introduction

Comber Brass is a brass band open to all. We aim to treat our members equally regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.

The Chairperson of Comber Brass is responsible for providing advice and guidance on equality and diversity issues, and to ensure that this policy is regularly updated.

Equality of opportunity

Comber Brass aims to:

- promote equality for its members and potential members in access to membership, musical activities and opportunities;
- ensure that no member or potential member will receive less favourable treatment or is disadvantaged by the criteria and characteristics as described in the aims of this policy;
- ensure that no individual wishing to volunteer or work for Comber Brass will receive less favourable treatment or is disadvantaged by the criteria and characteristics as described in the aims of this policy.

Inclusion and respect

Comber Brass values its members and will do all it can to treat them in a respectful manner, ensure they are made to feel equally welcome and included in all activities, and provide an environment in which the contribution and needs of everyone are fully valued and recognised.

Accordingly, all members and those representing Comber Brass are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all. Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour will be unacceptable. These constitute harassment, and will have no place in Comber Brass.

Comber Brass will support our members in not tolerating any inappropriate, violent or abusive behaviour from other members, or from others in organisations that the band may be engaged with.



Dealing with Complaints

If any member feels they have been discriminated against or harassed they should raise it with the committee. The committee will take complaints of discrimination and harassment seriously.

The committee will investigate the complaint, listening to all parties involved:

- if the complaint is against a committee member, that member will not take part in conducting the investigation;
- if the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment and be accompanied by a friend;
- the person making the complaint will have the same opportunity;
- if a complaint is found against Comber Brass, the committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Employment practices

Comber Brass aims to promote equality and inclusivity as an employer and shall ensure that no person engaged to provide a service receives less favourable treatment or is disadvantaged by the characteristics as described in the aims of this policy. Comber Brass will select any candidates for interview based on their skills, qualifications and experience. Comber Brass regards discrimination, abuse, harassment, victimisation or bullying of staff in the course of work as disciplinary offences that could be regarded as gross misconduct.

Policy review

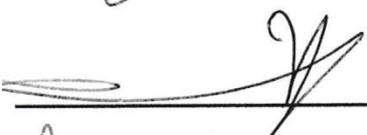
This policy will be reviewed at regular intervals, at least once every three years. The date of the next review will be not later 20th January 2025

Adoption

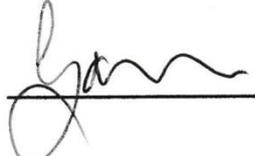
This policy was adopted at a meeting of the Committee of Comber Brass held on 20th January 2022 and is signed below on behalf of all the trustees.



Lawrence Baalham (as Chairperson) Date 26/1/22



Gordon Gray (as Secretary) Date 26/1/22



Granville Lavin (as Treasurer) Date 26/1/22