

Macclesfield Youth Brass Band

EQUALITY, DIVERSITY & INCLUSION POLICY

1. Policy Statement

1.1 Macclesfield Youth Brass Band (MYBB) 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 MYBB 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 MYBB 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, gender, race, nationality, disability, sexual orientation, age, HIV status, class, geographical location, trades union activity, marital status, political activity or religious activity.

1.4 MYBB believes that all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.

1.5 MYBB 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 MYBB 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 MYBB's trustees to implement this policy, and to review it annually.

3.2 Players, volunteers, members and trustees have a duty to co-operate with MYBB to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. They should draw the attention of a trustee to suspected discriminatory acts or practices or cases of bullying or harassment.

3.3 MYBB 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 MYBB 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 the Governance page of our website, (www.mybb.org.uk).

3.6 Appropriate training will be provided as necessary for trustees and volunteers.

4. Action we will take

We will:

- develop an organisational culture that positively values diversity
- achieve, wherever possible, a membership, board of trustees and team of volunteers that broadly reflects the local community in which we operate and is representative of all sections of society
- ensure that individuals are treated fairly in all aspects of their work with MYBB
- make it clear that intimidation, harassment and bullying will not be tolerated and may lead to exclusion from membership or participation
- 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
- encourage the development of skills and knowledge through training
- ensure that premises used in relation to our activities are, as far as practicable, accessible and inviting for all members of the community
- challenge any discrimination or oppressive behaviour from and towards any members, volunteers, or agencies we work with
- work in a way that recognises people's individual needs
- annually review this policy.

This policy was adopted on: 9th March 2021

Signed Chair

Name: Louise Renshaw

Next review date: March 2022

CODE OF PRACTICE FOR SELECTION OF PLAYERS

Sometimes we have to select players, for example for promotion between bands, seats within sections and contests. This code outlines the situations, reasons and selection processes.

- practicalities and overall numbers - we need to have regard to venue capacities, numbers which are manageable for admin and rehearsal, and contest number limits, which means that we work to a maximum of around 40 players in each of our three bands.
- scoring - brass band music is specifically scored so opportunities aren't the same for players of different instruments, but we work more flexibly in the earlier stages.
- progress - players progress at different rates for a variety of reasons and we do our best to match the opportunities we can offer with their ability and potential.
- age - we don't have set age ranges for the bands but have regard to playing ability, social factors, and contest age limits. Players can join at any age from 7 upwards and we modify the teaching for older new recruits.
- auditions - from time to time we audition players, usually to determine positions within a section.
- numbers limits - on rare occasions we ask individual players to step down where our numbers exceed the maximum for a contest, or where their age exceeds the limit set, etc. Where this involves a selection it will be made by the musical director on the basis that the band should produce its best performance in the contest.