

Luton Concert Band

Equality and Diversity Policy

1. General Statement

- 1.1. Luton Concert Band is committed to achieving equal opportunities in the services it provides. No member should receive less favourable treatment because of: - sex, colour, ethnic origin, age, race, disability, religion, sexual orientation and/or marital status.
- 1.2. As a provider of a service to the community, Luton Concert Band accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This policy sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.
- 1.3. It is the responsibility of all members to ensure that no other member receives less favourable treatment than any other on the grounds stated above.

2. Responsibility

- 2.1. The committee of Luton Concert Band has overall responsibility for the effective operation of this policy. However, all members have a duty as part of their involvement with the Band to do everything they can to ensure that the policy works in practice.
- 2.2. We will ensure that all members of the Band are made aware of the policy and adhere to it while working with us.
- 2.3. Every effort will be made to ensure that the services offered by Luton Concert Band reflect the composition of the community it serves. Luton Concert Band is committed to encouraging access from under-represented groups.
- 2.4. If any member feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with the committee. All instances or complaints of discriminatory behaviour will be treated seriously.

3. Disabled Access

- 3.1. Luton Concert Band will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises, every effort will be made to ensure such premises are fully accessible.

4. **Use of Language**

- 4.1. Members should avoid and challenge the use of language which, in any way, belittles:
 - disabled groups and/or individuals with special needs
 - any race, culture or religion
 - a person's gender or sexual orientation
- 4.2. Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, disciplinary action may be taken if they persist with it. This will be in the form of a letter from the Chairman of the Committee, or in extreme cases the band member concerned may be asked to leave Luton Concert Band.
- 4.3. All promotional materials used or developed by Luton Concert Band will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

5. **Sexual Harassment**

- 5.1. No member should be subject to sexual harassment.
- 5.2. This is interpreted as unwanted behaviour of a sexual nature including:
 - verbal sexual abuse
 - physical contact
 - repeated remarks which an individual finds offensive
- 5.3. If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the member who is the recipient of the behaviour will be entitled to make a formal complaint.

6. **Equal Opportunities Monitoring**

- 6.1. The committee will monitor Luton Concert Band's equal opportunities progress and practice. The policy will be reviewed every three years.

Adopted on: 5th June 2018

Reviewed date: 5th June 2021_____