



## BRATTON COMMUNITY BRASS BANDS

### EQUALITY AND DIVERSITY POLICY 2025

Bratton Community Brass Bands has a zero-tolerance approach to discrimination, bullying, harassment, victimisation and unacceptable behaviour. As an organisation we believe that everyone that engages with us should expect a welcoming, diverse and inclusive environment.

Our commitment to equality, diversity and inclusion is guided by The Equality Act 2010. We understand the protected characteristics governed by the act and the work needed to ensure that those groups with protected characteristics (listed below) are given equality of opportunity.

- **Age:** Individuals cannot be discriminated against because of their age
- **Disability:** this includes physical or mental impairments that have a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities
- **Gender re-assignment:** protection for individuals undergoing, or who have undergone, a gender reassignment process
- **Marriage and civil partnership:** protection against discrimination based on marital status
- **Pregnancy and maternity:** protection for pregnant women, those on maternity leave and those who are breastfeeding
- **Race:** this includes factors such as colour, nationality, ethnic or national origin
- **Religion or belief:** protection against discrimination based on religious beliefs or lack of belief
- **Sexuality:** includes discrimination based on gender
- **Sexual orientation:** protection against discrimination based on a person's sexual orientation.

#### Bratton Community Brass Bands aims to:

- Ensure that rehearsals, workshops, performances and other services are safe, relevant and accessible to all
- Address barriers that could potentially exclude an individual from participating
- Provide equal access to learning and development opportunities and encourage individuals to reach their full potential

- Create an environment that promotes dignity and respect, in which individual differences and the contributions of all team members are recognised and valued
- Regularly review practices and policies so that fairness is maintained at all times.

All persons within Bratton Community Brass Bands (in any capacity) have a responsibility not to discriminate in the way they treat others. The committee have a responsibility to make sure that the activities of Bratton Silver Band, Bratton Brass Band and Bratton Brass Roots respond to the diverse needs of the diverse communities which they encounter.

### **Complaints:**

Bratton Community Brass Bands takes every complaint seriously and will ensure that all complaints are investigated fairly and in a timely manner, and that complaints, whenever possible are resolved to the satisfaction of all involved.

Complaints should be emailed to the chairman, Mike Strong  
chairman@bcbb.org.uk

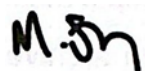
BCBB will aim to respond within five working days to confirm who is dealing with the complaint and what measures are being taken. BCBB will aim to resolve complaints within 20 working days of receipt. Some complaints may take longer to resolve in which case regular updates will be provided.

BCBB views complaints as an opportunity to learn and improve for the future, as well as a chance to put things right for the person who has made the complaint.

### **Policy adopted:**

**Signed by (Print): M Strong**

**Signed by (Signature)**

A handwritten signature in black ink, appearing to be 'M Strong', written over a light blue rectangular background.

**Date: September 2025**