

## **EQUAL OPPORTUNITIES POLICY**

The introduction of this Equal Opportunities policy is a demonstration of the determination of Oxted Band to the promotion of Equal Opportunity in the band and the brass band movement in general.

### **Statement**

The Oxted Band 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 necessary steps to eliminate discriminatory practices in our band. Our aim is for our band to be representative of all sections of society, and for each member to feel respected and be able to give their best. The band is also committed against discrimination against members of the public (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 (Amendment) Regulations 2023 and will make our Equal Opportunities Policy accessible for the public to view online, or in print by request.

The Oxted Band will not discriminate against anyone related to a protected characteristic, for example:

- Gender, including gender reassignment
- Age
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, and ethnic or national origin)
- Physical or mental health
- Disability
- Sexual orientation
- Pregnancy and maternity

### **The Objectives**

- 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 (See also: Anti bullying policy), harassment, victimisation and unlawful discrimination, promoting dignity and respect for all where individual differences are recognised, valued and celebrated.
- The band will continue to strive that all members of the band will be valued equally.
- We will have an up-to-date safeguarding and anti-bullying policy.

- Practices, policies and procedures will be reviewed and update where deemed necessary and will take account of changes in the law.
- The band will ensure that all players and other members are provided with the opportunities to achieve their potential where possible.
- We will provide publicity material in alternate formats when requested.

### **Procedures**

Behaviour that is not in keeping with the band values, as outlined in this Equal Opportunities Policy will be dealt with as misconduct, and appropriate action will be taken at the discretion of the Chair, or if appropriate, the committee. Members of the band who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with the Chair or Safeguarding Officer. All complaints of discrimination will be dealt with promptly, confidentially and seriously by the Chair and/or committee.

### **Conclusion**

The Oxted Band is fully committed to fostering an environment of inclusion and equality in which musical potential can be explored and fulfilled without impediment.

Last Reviewed: November 2025

Next Review Due: November 2027