



# Downshire Brass

## Equal Opportunities Policy

### 1. Introductions and statements

#### 1.1 Introduction

The introduction of this Equal Opportunities policy is a demonstration of the commitment of Downshire Brass to the promotion of equal opportunity in the band and brass band movement in general. This document outlines the position of Downshire Brass with regards to the provision and protection of equal opportunities and the steps which will be taken to ensure this.

It is the policy of Downshire Brass to provide equality of membership to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, or itinerant ethnicity)
- Disability
- Sexual orientation
- Age

Downshire Brass is opposed to all forms of unlawful and unfair discrimination. All members of the band will be treated fairly and will not be discriminated against on any of the above grounds. The fundamental consideration for recruitment and retention of members in Downshire Brass will be based on merit and any decision on membership be made objectively, without unlawful discrimination, and based on ability, potential, interest and the desire to play or learn to play a brass instrument.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to



develop their full musical potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the band.

Downshire Brass recognises that there is a statutory duty under the NI Act 1998, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the band alike.

Downshire Brass is committed to the principles and practice of Equality. The band values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

## 1.1 Equality Commitments

Downshire Brass is committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all persons are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

This policy is fully supported by the Downshire Brass Committee and was adopted by the band on:

Date: .....



## 2. Implementation and Practice

The Downshire Brass Committee has a specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall take the following necessary steps:

- Communicate the policy to members by issuing an induction pamphlet to all existing, and new members of the band
- Downshire Brass will endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of the group
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of Committee members
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all members at each annual general meeting
- Ensure that adequate resources are made available to fulfil the objectives of the policy

## 3. Monitoring and Review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly by the Committee, at least annually, and action taken as necessary.

## 4. Complaints

Members of Downshire Brass who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from the Downshire Brass Secretary. All complaints of discrimination will be dealt with seriously, promptly and confidentially by the Committee.



Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal from the band.

Complaints from members of the public will be dealt with under agreed procedures. A copy of these procedures is available from the Downshire Brass Secretary.

## 5. Conclusion

Downshire Brass is fully committed to fostering an environment of inclusion and equality in which musical potential can be explored and fulfilled without impediment. This policy represents the bands recognition of issues surrounding equal opportunities and its desire to promote of equal opportunities within the band and in the brass band movement in general.

Date: .....

Signature: ..... Chairperson of Downshire Brass