

# **THE NATIONAL YOUTH BRASS BAND OF GREAT BRITAIN**

## **EQUALITY POLICY**

### **POLICY STATEMENT**

1. The National Youth Brass Band of Great Britain recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organisation, including music and house staff as well as band members to ensure that no band member or member of staff receives less favourable facilities or treatment (either directly or indirectly) on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.
2. Our aim is that our organisation will be truly representative of all sections of society and each band member and staff member feels respected and able to give of their best.
3. The NYBBGB opposes all forms of unlawful and unfair discrimination or victimisation. To that end, the purpose of this policy is to provide equality and fairness for all during courses.
4. All staff and band members will be treated fairly and with respect. Selection for a position within the band and to be a member of staff for any course will be based on aptitude and ability only. All band members and staff will be helped and encouraged to develop their full potential and the talents and resources of the band and staff workforce will be fully utilised to maximise the efficiency of the organisation.
5. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

### **OUR COMMITMENT**

- To create an environment in which individual differences and the contributions of all our band members and staff are recognised and valued.
- Every band member and staff member is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Matters concerning statutory Child Protection training and Risk Assessments, are available to all staff.
- To promote equality in the workplace which we believe is good management practice and makes sound business sense.

- The NYBBGB will review all policies and procedures to ensure fairness and to avoid items becoming outdated.
- This policy is fully supported by the board of trustees and council members of the National Youth Brass Band of Great Britain.
- The policy will be monitored and reviewed annually

### **RESPONSIBILITIES OF MANAGEMENT**

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Administrator. Course leaders (i.e. Senior House Person and Artistic Director) will ensure that they and their staff operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. Each leader will ensure that:

- all their staff are aware of the policy and the arrangements, and the reasons for the policy;
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- proper records are maintained.

### **RESPONSIBILITIES OF STAFF AND BAND MEMBERS**

Responsibility for ensuring that there is no unlawful discrimination rests with all people on courses and the attitudes of everyone are crucial to the successful operation of fair practice in rehearsals, sectionals and social events held on courses. In particular, all band members and members of staff should:

- comply with the policy and arrangements;
- not discriminate in their day to day activities or induce others to do so;
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform the Administrator or course leader if they become aware of any discriminatory practice.

## **RIGHTS OF DISABLED PEOPLE**

The National Youth Brass Band of Great Britain attaches particular importance to the needs of disabled people.

Under the terms of this policy, the NYBBGB are required to:

- make reasonable adjustment to maintain the services of a band member or staff who is or becomes disabled, for example, training, provision of special equipment, reduced working hours. The NYBBGB are also expected to seek advice on the availability of advice and guidance.
- include disabled people in all events the NYBBGB holds, including those outside of course dates.
- give full and proper consideration to disabled people who apply for a position in the band, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to rehearse perform to the best of their ability in order to facilitate most progression.

## **EQUALITY TRAINING**

Where possible, briefing sessions will be held for staff on equality issues. These will be repeated as necessary.

## **MONITORING**

- The NYBBGB board of trustees and councillors deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across the organisation as a whole.
- The policy will be reviewed and monitored as is seen appropriate.

## **REVIEW**

The effectiveness of this policy and associated arrangements will be reviewed annually.

Summer 2016