



Swansea Concert Band Equal Opportunities Policy

Adopted : 2nd December 2019

Review: Autumn 2021

CSCB is committed to safeguarding and promoting the welfare of all members, children and young people and expects all members and personnel involved with the activities of the band to share this commitment.

CSCB is committed to valuing and celebrating diversity and promoting equality of opportunity for all members. We are working to create a learning and working environment which is free from prejudice, discrimination, intimidation and all forms of harassment including bullying. Respect for rights is at the heart of our planning, policies, practice and ethos and we expect all members of our community to model this in their behaviour and relationships.

INTRODUCTION

CSCB treats all people with equal respect, concern and consideration and recognises the contribution made to the band community by all individuals.

DISCRIMINATION

The main types of unlawful discrimination cover acts of direct and indirect discrimination on grounds of race, sex, disability, religion or belief, political opinion, sexual orientation, age, gender, gender reassignment or any other personal characteristics.

EQUAL OPPORTUNITIES POLICY

CSCB is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We are opposed to all forms of unlawful and unfair discrimination. All members of CSCB will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions on membership, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability. We will concentrate on educating the individual and providing a comfortable and welcoming atmosphere where everyone feels valued and can flourish.

We recognise that the provision of equal opportunities in all our activities will benefit CSCB. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the band.

We also welcome membership for individuals with special needs and disabilities.

CODE OF CONDUCT

The Band Committee have specific responsibility for the implementation of this policy. We expect all members to abide by the policy and help to create the equality environment that is its objective.

In order to implement this policy we shall:

- Promote tolerance of each other and respect for each other's position within the CSCB community.
- Communicate this policy by displaying it on the band website.
- Ensure that all members (including new members) are made aware of the policy
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

MONITORING AND REVIEW

The effectiveness of the equal opportunities policy will be reviewed regularly and action taken as necessary.

COMPLAINTS

We hope that members do not have any complaints about the operation of our equal opportunities policy; but members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. (Members should speak in confidence to the Band Chair – Bethan Power Tel: 07850 966000.) All complaints of discrimination will be dealt with seriously, promptly and confidentially. 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.