

Equality, Diversity and Inclusion Policy

1. Statement of Intent

Brass Bands England (BBE) will lead by example in sharing its aspiration for Equality, Diversity and Inclusion (EDI) within the organisation, with its members and across the banding community to make brass banding accessible for all.

BBE acknowledges and recognises that certain people are discriminated against. The organisation is wholly opposed to this and will take all necessary steps to eliminate discriminatory practices. It will comply with the Equality Act 2010, which requires that no one is discriminated against on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

BBE has written this EDI policy to set out at a high level how it intends to work towards, and implement, its EDI objectives. This policy applies to BBE Trustees, Staff and Volunteers. It includes references to the policies that are included in the staff handbook to ensure equality within the workplace.

2. Objectives

Challenge 2030 is BBE's vision is to see the makeup of bands reflect their communities, and to see Equality, Diversity and Inclusion working effectively across the whole of brass banding by 2030.

The Challenge 2030 project is looking to address three main areas:

1. To increase the understanding and awareness of what EDI means within banding through education and training.
2. To help bands recruit new members and attract new audiences from a wider cross-section of society, an activity which BBE recognises as essential for the survival and sustainability of banding.
3. To provide resources and information that will help bands make themselves more accessible to everyone.

3. Action Plan

BBE has created a high-level action plan to set out how it intends to achieve its EDI objectives. This plan will be reviewed and updated on a regular basis and will be made available to all staff and trustees. Updates on EDI activities will be made through monthly staff reporting to the CEO. Updates on progress, achievements and issues will be presented at the quarterly board meetings by the EDI Board Representative and CEO.

4. EDI responsibilities

BBE has appointed a member of the Board of Trustees to lead the EDI group. A member of EDI staff has been assigned to the EDI group, which also includes representatives from within banding who have a particular interest in EDI. The group draws on the expertise of Arts Council England and other professional EDI bodies and individuals to assist in its work. It listens to the voices of those less heard or underrepresented in banding in order to shape its activities. BBE is committed to supporting member organisations with regards to EDI.

5. Staff and recruitment

BBE has three clear goals that centre on its people:

- **Attracting and recruiting:** To create a workforce and Trustees Board that is broadly reflective of the larger community.
- **Engaging and developing:** To support our employees and Trustees in building the skills and capacity to work in an inclusive manner with one another and with the sector we serve.
- **Building and maintaining the culture:** To build a welcoming organisation with the culture and values at its core, in which employees and trustees recognise that their unique characteristics, skills and experiences are respected, valued and celebrated.

The BBE staff handbook sets out the company's Equal Opportunities Policy in detail and is issued to all members of staff. BBE's employment policies enable the organisation to support individual needs, e.g. flexible working, and sets out the company's approach to pay and benefits, as well as promotion opportunities. The company complies with all relevant employment legislation.

Recruitment is targeted to reach new and diverse demographics and people from underrepresented areas, and advertising includes an explicit diversity and inclusion statement. Where possible best practice, anonymised recruitment is carried out. The company is committed to employing people who best meet its selection criteria.

The company will ensure that all employees have equal access to the training they require in order to carry out their jobs and progress in their careers. The company offers EDI training to all members of staff.

The staff handbook sets out what a member of staff should do if they feel that they have been the subject of discrimination. Any alleged breach of the Equal Opportunities Policy will normally be dealt with according to the company's Disciplinary and Grievance Policies. BBE has a whistle-blowing policy in place to cover employees who feel they need to make a public interest disclosure.

Where an external complaint is made against the organisation or a member of its staff, trustees or volunteers, this should be reported to the CEO or Chair of Trustees as appropriate. It will be dealt with in line with the BBE complaints procedure.

6. Monitoring and reviewing

This EDI policy will be reviewed by the Trustees on an annual basis to ensure it reflects current legislation and is appropriate to the organisation. This will include a review of the Equal Opportunities section of the staff handbook by the CEO to ensure that it is in line with the BBE EDI policy.

The leader of the EDI group will ensure that EDI policy matters and reviews are added to the appropriate trustee meeting agendas. The BBE EDI policy will be made public on the BBE website.

This Equality, Diversity and Inclusion policy is fully supported by the Board of Trustees and BBE CEO.

Signed by Chair:

Name: Mike Kilroy

Date: 5th June 2021

Date for review: 4th June 2022

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