

EAST LONDON COMMUNITY BAND



Together in music

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

1. Policy statement

The East London Community Band is committed to the equal and fair treatment of all individuals, including members of the band, directors and tutors and members of our audiences, regardless of gender, sexual orientation, age, disability, colour, race, ethnic or national origin, religious or political beliefs or opinions. We will endeavour to make our activities inclusive and the Committee will maintain an awareness of possible discrimination in the planning of our activities.

2. Membership

Membership of the band shall be in accordance with the current version of the 'Constitution of East London Community Band'. (see section 7). Subject to the above, no one shall be refused membership of the band, or of the Management Committee, or of our audiences, or be debarred from working with us, on any of the grounds listed in para 1 above.

3. Responsibility

The Chair of East London Community Band is responsible for implementing this policy, through the normal management processes of the Committee. All members of the committee shall be kept fully informed of this policy and shall receive instruction in best practice where appropriate.

4. Marketing and publicity

The band's marketing and publicity material shall reflect this policy and project it positively, so that people from all sections of the community are encouraged to attend and participate.

5. Financial concessions

To encourage participation of all socio-economic groups, the band may, where appropriate, provide reduced membership subscription.

6. Premises and equipment

All reasonable steps shall be taken to ensure that the premises used for concerts, rehearsals and meetings are chosen to provide suitable facilities for people with disabilities.

7. Service provision

East London Community Band shall make reasonable adjustments to the way it delivers services, so that disabled people can use them.

8. Monitoring and review

The Chair of East London Community Band is responsible for monitoring the implementation of the policy at least annually and for a formal review of the policy every three years.

Agreed by the trustees of the East London Community Band on 27 September 2020.

To be reviewed October 2021