



Equality and Diversity Policy

For

North Berwick Pipe Band hereinafter referred to as “the Band”

NOTE: This policy applies to all activities performed by or on behalf of the Band.

1. Purpose

1.1 Statement of Intent

The Band is committed to promoting equality, fairness and respect. We aim to create an environment where diversity is recognised, valued and celebrated. We will provide opportunities for all Band members to develop and to fulfil their potential. We will engage fully with our diverse society. We will take care to assess the impact of our policies and their implementation on race, religion and belief, gender, gender re-assignment, disability, sexual orientation, marriage and civil partnership, pregnancy and maternity and age equality. These are the “Protected Characteristics” contained in the Equality Act 2010.

1.2 What is Diversity?

When people think of diversity, they may think first of ethnicity and race and then gender. However, diversity is much broader than that. Diversity includes, but is not limited to: age, ethnicity, gender, gender identity, physical abilities or qualities, race, sexual orientation, educational background, geographic location, income, marital status, partnership status, religion or belief, parental status, caring responsibilities and work experience.

Diversity management can be broadly defined as accepting, valuing and getting the best from all individuals whatever their group or individual differences such as communications style, career or vocational experiences and other factors.

“Every Band member, whatever they look like and however they operate, maximises their potential and value to the team. Everyone is valued as an individual as well as a member of the team. Everyone is themselves and seeks to be successful as themselves rather than conforming to a mould.”

In short, every individual has a right to their own success and a responsibility to the success of the team. They have a right to celebrate individuality and a responsibility to conform to the team’s policies, ethos and codes of behaviour.

1.3 What is Discrimination?

The Band is committed to maintaining an environment which is free from discrimination and harassment of other people including current or prospective members and employees. The following forms of discrimination are prohibited under this policy and are unlawful:

- **Direct discrimination:** treating someone less favourably because of a Protected Characteristic.
- **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified.
- **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

2. Policy

The Band is committed to providing excellent diversity and equality of opportunity. The Band objectives are to promote and develop diversity initiatives with a view to matching and, if possible, improving on best practice. It actively endorses relevant programmes of action and codes of practice on all aspects of diversity.

The Band aims to provide an environment where we will:

- ◆ Encourage the recruitment of membership that reflects, at all levels, the diversity of the communities where we operate and of society as a whole.
- ◆ Treat all our members and outside contacts with dignity and respect.
- ◆ Provide Band members with the opportunity to develop and realise their full potential.
- ◆ Take positive action to secure equality of opportunity.
- ◆ Ensure that our recruitment, selection, and Band progression processes are fair, objective and free from bias or stereotyping.
- ◆ Endeavour to ensure that we deliver excellent service to their respective diverse communities.

2.1 Objectives

Our diversity and equality objectives are focused on three key areas:

2.1.1 Service – we will:

- Strive to review all the Band services from the perspective of the Band diversity principles to ensure they meet the differing needs of individuals and groups.
- Provide clear information about the Band services in ways that are accessible and meet the community needs.
- Consult with different groups on service needs and provision.
- Monitor and evaluate services to ensure that they do not unfairly discriminate.
- Ensure equal access to the Band complaints procedure.
- Assess our policies, functions and practices to consider their impact on equality in line with legal requirements and best practice policy.

2.1.2 Recruitment and Retention – we will:

- Encourage the recruitment of members that represent the makeup of the regional population in terms of race, gender and disability.
- Monitor the selection process to ensure it is free from discrimination and openly accountable.
- Review and monitor all other policies and procedures to ensure that they do not inadvertently allow unfair discrimination to occur.
- Ensure that access to information, procedures and records is as open and transparent as possible.
- Provide and encourage the provision of a safe and accessible environment, which values and respects individuals' identities and cultures.
- Encourage a culture and environment free from discrimination and harassment.
- Develop a culture which encourages Band networks to share best practice and provide specific support to diverse groups.
- Encourage and help Band members to reach their full potential.
- Assess our policies, functions and practices to consider their impact on equality in line with legal requirements and best practice policy.

2.1.3 Working in Partnership – we will:

- Work with others in partnership to endeavour to provide an environment free from unfair discrimination and harassment.
- Encourage others to adopt this policy.

2.2 Who is responsible for this policy?

The Band President has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law. Day-to-day operational responsibility for this policy belongs to all members and volunteers of the Band. All Band members and volunteers must set an appropriate standard of behaviour, lead by example and ensure that those they work with adhere to the policy and promote our aims and objectives with regard to equal opportunities.

3. The Band's protocol for dealing with equality and diversity complaints

- 3.1 The Band's protocol for dealing with equality and diversity complaints are the same as with any complaint received by the Band. These are set out in the Band's 'Complaints Procedure' document.
- 3.2 **Breaches of this policy:** The Band will take a strict approach to breaches of this policy. Complaints should be reported in accordance with the Band's 'Complaints Procedure' document and will be treated in confidence and investigated as appropriate. There must be no victimisation or retaliation against members who complain about discrimination. However, making a false allegation deliberately and in bad faith will result in exclusion from the organisation and/or disciplinary action.

4. Roles and Responsibilities

4.1 Equality and Diversity Roles and Responsibilities.

All Band members and volunteers are responsible for:

- Maintaining an environment that is free from discrimination, harassment, bullying and victimisation.
- Ensuring that behaviour complies with equality and diversity legislation.
- Respecting the dignity of others.
- Speaking out against discrimination, harassment and bullying they are subject to or witness taking place.
- Demonstrating valued behaviours.
- Maintaining confidentiality on issues raised.