



KEARSLEY YOUTH BRASS BAND EQUALITY, DIVERSITY & INCLUSION STATEMENT

Kearsley Youth Brass Band is committed to the principles of equality, diversity and inclusion, and defines those three principles as such:

EQUALITY: We believe in equality for all people. However, society is not equal, and for this reason we adopt an equitable approach to give support to those who need it most.

DIVERSITY: We take active steps to ensure that all members of our organisation are represented, included and respected, whatever their gender, ethnicity, race, religious and political beliefs, education, socioeconomic background, disability, sexual orientation and geographic location.

INCLUSION: We are committed to ensuring everyone feels welcome, no one feels uncomfortable and everyone is able to thrive and contribute equally regardless of who they are, where they're from, or what they're going through.

We are also committed to attracting and recruiting diverse playing members, staff, ambassadors and volunteers that reflect the communities we serve at every level within the organisation.

As a charity we strive to eliminate any discrimination within the organisation, including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.

We aim to reduce barriers to engagement, in particular for groups denoted in the Equality Act 2010, including:

- age*
- disability*
- ethnicity (including race, colour and nationality)*
- gender*
- gender reassignment*
- religion or belief*
- sexual orientation*
- marriage and civil partnership*
- pregnancy and maternity*
- refugees and asylum seekers
- people who are neuro-divergent

*Under the Equality Act (2010) these are known as "protected characteristics".

EQUALITY, DIVERSITY & INCLUSION PROMISES

We will be proactive in taking steps to ensure inclusion and engagement for all members of the band, be they playing members or volunteers.

We will create, participate in and promote local groups or activities to add value to our equality and diversity practice.

We will take part in in-house and external training programmes to develop awareness, knowledge and skills to better meet everyone's needs.

Kearsley Youth Brass Band

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