



**East Riding Youth Brass Band**

**EQUAL OPPORTUNITIES POLICY**

## **1. Introduction**

This policy applies to all volunteers, committee members, users and the general public.

The Committee of ERYBB is aware that it has a responsibility to ensure that all reasonable measures are taken to provide and maintain a working environment which is accessible and inclusive for all volunteers, management committee members, service users and the general public.

## **2. Definitions**

For the purpose of this document the following definitions will apply:

- 2.1 Committee Member – a person noted as holding an executive position, or as a member of the ERYBB committee
- 2.2 Volunteer – a person noted as offering volunteer hours towards the aims and objectives of ERYBB’s activities
- 2.3 Member/Service User – participants in activities arranged and conducted by ERYBB

## **3. Summary of Principles**

- 3.1 ERYBB is committed to being an equal opportunities organization that ensures equality of opportunity and fair treatment both as an organization and as a provider of services.
- 3.2 ERYBB will:
  - a. Ensure that all policies and procedures reflect their commitment to equal opportunities
  - b. Respond constructively to its responsibilities within a charitable/voluntary sector legal framework;
  - c. Create an ethos of fairness, courtesy and respect that embraces all members of ERYBB, visitors, service users and the communities which ERYBB serves;
  - d. Encourage the committee to review their composition and to consider how they represent and address issues of diversity within the organization
  - e. Create an environment which is safe, accessible, caring and welcoming;
  - f. Work constructively with appropriately recognized organizations, to ensure the effective implementation of this policy;
  - g. Ensure that all members are treated fairly in respect of the nature of the ERYBB objectives, regardless of:
    - i. disability

- ii. gender reassignment
- iii. pregnancy and maternity
- iv. race – this includes ethnic or national origins, colour and nationality
- v. religion or belief
- vi. sex
- vii. sexual orientation
- viii. marital status
- ix. family responsibilities
- x. abilities
- xi. age
- xii. political or religious beliefs
- xiii. socio-economic group
- xiv. trade union activity
- xv. being an ex-offender \*

*\*Certain offences committed will exempt the offender from working with children, young people or vulnerable adults*

- h. Ensure that all volunteers are included on the basis of their abilities and the requirements of the task and are recruited in a non-discriminatory manner;
- i. Ensure fair treatment for:
  - i. All members and service users;
  - ii. Everyone who is entitled to use any of ERYBB's services and facilities;
- j. Develop opportunities in and approaches to, services that take into account patterns of under-representation with a view to encouraging, where possible, greater diversity within ERYBB's activities;
- k. Monitor and review regularly the operation of this policy.

#### **4. Application of the Equal Opportunities Principles to all Members**

##### **4.1 Policy Operation**

- In choosing the media and wording to be used in advertising and literature, ERYBB will be informed by the outcomes of its equal opportunities monitoring
- ERYBB will respond constructively to requests from service users with disabilities and additional needs
- No service user should be unfairly treated on the grounds listed in section 3 (summary of principles), or on any other unreasonable grounds
- ERYBB will :
  - a. Monitor and keep under review its application procedures and make every reasonable effort to ensure that these reflect best practice;

- b. Identify and address any barriers in the application process;
- c. Monitor and keep under review local customs and practices;
- d. Ensure fairness in the terms and conditions on which services are offered

#### 4.2 Organisational Culture

- ERYBB will make reasonable efforts to provide an environment where the ethos, standards and practices are conducive to the well-being of all volunteers, members and service users

### **5. Application of the Equal Opportunities Principles to Service Users**

#### 5.1 Admissions

- No person will be treated less favorably on those grounds listed in section 3 (summary of principles), or any other unreasonable grounds
- ERYBB welcomes applications from people with disabilities or additional needs
- ERYBB will:
  - a. Develop marketing and promotion strategies based on a sound understanding of the diverse information needs of service users and the local community;
  - b. Ensure that publicity material, events and information services are relevant and accessible to all applicants;
  - c. Ensure that publicity material, events and information services communicate effectively ERYBB commitment to equal opportunities
  - d. Pay particular attention to language, wording, images, content and format

### **6. Ethos**

- 6.1 ERYBB welcomes and values diversity in its volunteers, members and service users
- 6.2 All members are expected to work in ways that promote equal opportunities
- 6.3 ERYBB seeks to create an atmosphere that is tolerant and respectful of differences and encourages all members of ERYBB to explore and value diversity
- 6.4 A commitment to equal opportunities is expected of all members of ERYBB

The following legislation and regulations provide the legal framework for Equal Opportunities policy and practice:

#### **Relevant Government Legislation**

Race Relations Act 1976

Race Relations Code of Practice 1984

Code of Good Practice on the Employment of Disabled People 1990  
Chronically Sick and Disabled Persons Act 1970 & (Amendment) Act 1976  
Data Protection Act 1988  
Working Time Regulations 1998  
National Minimum Wage Act 1998  
Disability Discrimination Act 1995  
Code of Practice (Disability Discrimination) 1996  
Public Interest Disclosure Act 1998  
Sex Discrimination (Gender Reassignment) Regulations 1999  
Maternity and Parental Leave etc Regulations 1999  
Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000  
Fixed Term Workers (Prevention of Less Favourable Treatment) Regulations  
2001  
Equalities Discrimination Act 2010

This policy must be read alongside the attached: Equality Act 2010: What do I need to know?

The policy and principles described in this document have been approved by ERYBB with effect from .....(date)

All members of ERYBB have a personal responsibility to comply both with current legislation and with EYRBB's Equal Opportunities Policy.

On behalf of **ERYBB**, we, the undersigned, will oversee the implementation of the Equal Opportunities Policy and take all necessary steps to ensure it is adhered to.

**Signed:**

-----

(NB one of the signatories should be the **ERYBB** Equal Opportunities Officer)

**Name:**

**Name:**

-----

-----

**Position within ERYBB**

-----

-----

**Date:**

-----

-----