



LMB Equality, Diversity and Inclusion Policy

1. Statement of Intent

London Metropolitan Brass is committed to encouraging equality and diversity in our activity and eliminating unlawful discrimination. Our aim is to support participation in community brass-banding from interested individuals whatever their background. Our approach focuses on creating welcoming and non-judgmental spaces where everyone can contribute.

The band is also committed to opposing discrimination towards members. We intend to treat all people equally and put necessary steps in place to protect people from discrimination in all forms. We will comply with the Equality Act 2010.

We will make our Equality, Diversity and Inclusion Policy available for the public to access by request via email or print (or online via our website).

2. Objectives:

- The band will treat all individuals with dignity and respect.
- We will create an environment free of bullying, harassment and unlawful discrimination, promoting a culture where individual differences are recognised, valued and celebrated.
- We will promote an approach within our bandrooms where all individuals are encouraged to actively participate both musically and in challenging behaviours which are inconsistent with our organisational values.
- We will take into consideration barriers to participation to ensure individuals are not excluded from rehearsals, concerts and meetings.

3. Procedures

Behaviour that is not in keeping with the band's values, as outlined in this Equality, Diversity and Inclusion Policy will be dealt with as misconduct, and appropriate action will be taken.

The band will follow an EDI Complaints Procedure for dealing with breaches of the Equality, Diversity and Inclusion Policy. The band will follow an EDI Complaints Procedure for dealing with breaches of the Equality, Diversity and Inclusion Policy. Internal and External complaints will be dealt with as follows:

- Formal EDI complaints may be raised with any member of the band committee either in person, by phone or email or in writing.
- The committee will respond to all complaints within five working days to confirm who is dealing with it and what measures are being taken. If a formal response is not possible within this timescale then the complainant will be notified as to the reason and when to expect a response

- The committee will aim to resolve complaints within 20 working days from receipt. Some complaints may take longer to resolve. In these instances, the committee will update you on the status of your complaint on a regular basis until the complaint is resolved. If the complaint is against a committee member, that member will not be part of conducting the investigation.
- The band management view complaints as an opportunity to learn and improve for the future, as well as a chance to put things right for the person (or organisation) that has made the complaint.

The Equality, Diversity and Inclusion Policy and progress relating to the Action Plan should be formally reviewed every year. The overall responsibility for the implementation and monitoring of the Equality, Diversity and Inclusion & Inclusivity Policy will lie with the Chair.

This Equality, Diversity and Inclusion policy has been agreed by the committee on 14/03/2023.

Signed by Chair: Lou Flandrin

Date: 14/03/2023

Date for review: **14/03/2024**