



# The City of Lichfield Concert Band

## Diversity & Inclusion Policy

Version 2.0. Last updated and approved by Trustees 12<sup>th</sup> October 2023

The City of Lichfield Concert Band is committed to respecting and upholding the human rights and dignity of all our members, volunteers and supporters, providing a safe environment for everyone undertaking band activities.

We are committed to creating a culture where individuals feel able to speak up about any concerns. We will address any instances of inappropriate or unacceptable behaviour such as harassment, bullying, discrimination and victimisation.

We will treat all members, volunteers and supporters with dignity and respect, regardless of any personal characteristics, and in accordance with the law. According to the Equality Act 2010, it is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Inferences as to a person's gender identity may not be correct. Everyone deserves to have their chosen name and pronouns respected. Some band members may opt to use gender expansive pronouns such as 'they, them and theirs' instead of, or as well as, 'he, him and his' or 'she, her and hers'. In addition, some people may prefer the honorific 'Mx' instead of 'Ms' or 'Mr'.

We expect all our members, volunteers and supporters to treat everyone fairly, embracing differences and creating an inclusive environment within the band and the wider communities in which we operate. We expect members, volunteers and supporters to speak up if they face a situation where they are not sure what to do, or if they have a concern.

We will regularly review and update our approach and practices to maintain our focus on diversity and inclusion. We ensure the principles of this policy are reflected in our membership practices.