

Haverhill Silver Band Equal Opportunities Policy

Introduction

Haverhill Silver Band (HSB) recognises that it is, or may be from time-to-time, subject to the provisions of The Equality Act 2010 (EqA) as an “Association”. The purpose of this policy is to confirm HSB’s commitment to equal opportunities.

It is the policy of HSB to treat all members, guests and other third parties equally, irrespective of:

- Gender, including gender reassignment Marital or civil partnership status
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, or ethnicity)
- Disability
Sexual orientation
- Age
- Any other characteristics protected by law

(all of the above being “protected characteristics”)

HSB is opposed to all forms of unlawful discrimination. All members of HSB will be treated fairly and will not be discriminated against on any of the above grounds.

All trustees, committee members and other members of HSB are required to comply with this policy.

Equality Commitments

HSB is committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all persons are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling its legal obligations under the EqA and associated codes of practice
- complying with this policy and associated policies taking lawful affirmative or positive action, where appropriate.

Breaches of this policy will be regarded as misconduct and may lead to termination of membership of any member of HSB.

Membership

Any decision whether to admit or expel a member of HSB will be made objectively with respect to HSB's aims and objectives, and without discrimination on the grounds of a protected characteristic in the EqA.

All members of HSB will be treated equally regardless of any protected characteristics.

Implementation and Practice

The trustees and wider committee of HSB have a specific responsibility for the effective implementation of this policy.

All members of HSB are required to abide by the policy and help to create the equality environment which is its objective.

This policy will be communicated to existing members via the "Band App" and will be provided to new members as part of their introductory information.

Monitoring and Review

The effectiveness of the equal opportunities policy will be reviewed regularly by the trustees and committee, at least annually

Complaints

Members of HSB who believe that they have suffered any form of discrimination, harassment or victimisation should raise the matter with any trustee or committee member. All complaints of discrimination will be dealt with seriously, promptly, and confidentially by the HSB committee.

Approved by the trustees and committee of HSB on 16 August 2025