THE CITY OF CARDIFF MELINGRIFFITH BRASS BAND | BAND PRES DINAS CAERDYDD MELINGRIFFITH

Registered Charity/Elusen Cofrestredig: 1083583

City of Cardiff (Melingriffith) Brass Band ("*the Organisation*") DIVERSITY, EQUALITY & INCLUSION POLICY

1.0 Introduction

The Organisation is committed to encouraging equality, diversity and inclusion among our players, members, conductors and committee. The aim is for *the Organisation* to be truly representative of all sections of society and for each member to feel respected and able to give their best.

2.0 Purpose

2.1. The purpose of this policy is to ensure *the Organisation* opposes and avoids all forms of unlawful discrimination and to ensure there is no discrimination in relation to Equality Act (2010) protected characteristics:

- Age
- Disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex and sexual orientation

3.0 Commitment

3.1. *The Organisation* commits to:

- Encourage equality, diversity and inclusion in all of our bands and within the committee
- Create an environment free of bullying, harassment, victimisation and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
- Take complaints of bullying, harassment, victimisation and discrimination by members, conductors, parents of players, visitors, the public and any others seriously in the course of the organisation's activities.
    - Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Make opportunities for training, development, and progress available to all members, who will be helped and encouraged to develop their full potential, so their talents can be fully utilised.
- Ensure decisions concerning member progression are based on merit.

3.2. The Equality, Diversity & Inclusion Policy is fully supported by the Executive Committee.

3.3. Details of the Band's complaints procedure can be found here: https://melingriffith.co.uk/about-us/policies/

4.0 Document History

Version	Description	Date
Draft 1	Initial draft circulated for committee review	30/09/2025
Version 1	Agreed by committee and adopted	03/10/2025