

# The City of Lichfield Concert Band

## **Diversity & Inclusion Policy**

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Updated by: Liz Athey

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 with dignity and respect, regardless of any personal characteristics, and in accordance to the law. For example, characteristics may include your, age, a disability, marriage / civil partnership status, pregnancy / maternity, race, religion or belief, sex, or sexual orientation and gender.

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.