

The Vauxhall Band
Equality, Diversity and Inclusion Policy

Date of Last Review - 10th October 2025

The Vauxhall Band is committed to encouraging equality, diversity and inclusion, and eliminating unlawful discrimination within our organisation and in the provision of our services.

The aim is for our team (including trustees, volunteers and freelancers engaged by us) to be truly representative of all sections of society and our customers, and for each team member to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our team
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes, if applicable:
 - Pay and benefits
 - Terms and conditions of engagement
 - Dealing with grievances and discipline
 - Dismissal
 - Redundancy
 - Leave for parents

- Requests for flexible working
- Selection for engagement, promotion, training or other developmental opportunities

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in our activities as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all team members are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by other team members, customers, suppliers, visitors, the public and any others in the course of the organisation’s work activities.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make decisions concerning team members being based on merit.
5. Review our practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

This policy has been adopted by the Board of Trustees of The Vauxhall Band on the 18th November 2024 and will be reviewed annually, or more often if required.

VERSION CONTROL - Approval and Review

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Board	18/11/2024	Initial draft approved	Annually
1.1	Board	10/10/2025	Reviewed and adopted without changes	Annually