The Vauxhall Band
Equality, Diversity and Inclusion Policy

From 29 October 2026

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 reflect the diversity of the communities we serve and for everyone working with The Vauxhall Band to feel respected, included and able to give their best.

The Vauxhall Band is also committed to preventing unlawful discrimination in the provision of its activities, services and facilities and in its dealings with audiences, participants, beneficiaries and members of the public.

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

The organisation commits to:

1. Encourage equality, diversity and inclusion throughout our activities as a matter of good practice and in support of the charity's values and objectives.

2. Create a working environment free of bullying, harassment, sexual harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and recognising and valuing individual differences and contributions.

The organisation will take all reasonable steps required by law to prevent sexual harassment in the course of its activities, including identifying and addressing relevant risks and taking proportionate preventative action.

3. Take all reasonable steps required by law to identify and reduce risks of harassment and sexual harassment arising from our working arrangements and activities, including harassment by third parties. This includes, as appropriate, risks arising during rehearsals, performances, recording sessions, tours, social events, work-related communications and contact with audiences, participants, contractors, suppliers, venue staff and members of the public.

Take seriously complaints of bullying, harassment, sexual harassment, victimisation and unlawful discrimination involving team members, contractors, suppliers, venue staff, audiences, participants, visitors, members of the public or any others encountered in the course of the organisation's activities.

Some conduct amounting to sexual harassment may also constitute a criminal offence, for example sexual assault. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – may constitute a criminal offence.

Anyone who experiences or witnesses bullying, harassment, sexual harassment, victimisation or unlawful discrimination in connection with The Vauxhall Band's activities is encouraged to raise the matter promptly with the Artistic Director or a trustee. Where a concern relates to the person who would ordinarily receive it, it should be raised with another trustee. Concerns will be taken seriously and handled fairly, sensitively and, so far as reasonably possible, confidentially.

4. Make reasonable adjustments where required by law for disabled people, including team members, applicants, participants, audiences and others who use or seek to use our services, and consider accessibility proactively when planning our activities.

5. Make decisions concerning team members on the basis of merit, while recognising that lawful positive action may be taken where appropriate.

6. 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.

Useful Links and Guidance

ACAS – Harassment law changes under the Employment Rights Act 2025

This policy has been adopted by the Board of Trustees of The Vauxhall Band on 29 October 2026 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
2.0	Board	29/10/2026	Annual review; updated harassment prevention and third-party harassment provisions in light of October 2026 legislative changes; reasonable adjustment and positive action provisions clarified; minor drafting amendments.	Annually