

The National Youth Brass Band of Great Britain

Equity, Diversity and Inclusion Policy

Policy Code: NYBBGB-POL004

Policy Statement

The National Youth Brass Band of Great Britain (NYBBGB) wants every young person, staff member and volunteer to feel welcome, respected and supported.

We believe great music grows from variety — of people, backgrounds and ideas. Everyone involved with the Band has the right to be treated fairly and with kindness, free from prejudice or exclusion.

1. Purpose

This policy explains how NYBBGB promotes Equity, diversity and inclusion (EDI) in all areas of its work — from auditions and courses to employment, volunteering and public events.

It helps us meet our legal duties under the Equality Act 2010 and ensures our decisions are based on talent, effort and potential, not background or circumstance.

2. Scope and Responsibility

This policy applies to everyone who works with or takes part in NYBBGB activities — young players, staff, trustees, tutors, conductors, contractors and volunteers.

All share responsibility for creating an inclusive environment. The Chief Executive makes sure the policy is put into practice and reports progress to the Board and to Arts Council England each year.

3. Our Commitment

NYBBGB will:

- Treat everyone fairly and respectfully.
- Challenge discrimination, bullying and unfair treatment wherever it occurs.
- Make rehearsals, performances and courses accessible to everyone who has the talent and commitment to take part.
- Provide financial help where needed so that cost does not block participation.
- Celebrate the range of people and music that make up our community.
- Keep learning and improving so that our organisation truly reflects modern society.

4. Fair Treatment and the Law

The Equality Act 2010 protects people from discrimination based on age, disability (including neurodiversity), gender identity, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation.

Unfair treatment can include:

- Direct discrimination: treating someone worse because of who they are.
- Indirect discrimination: applying a rule that seems fair but disadvantages a particular group.
- Harassment: unwanted behaviour that upsets or intimidates.
- Victimisation: treating someone badly because they raised a concern.
- Failure to make reasonable adjustments: not adapting arrangements for someone with a disability.

When any of this involves or affects young people, it is also treated as a safeguarding matter and will be dealt with under NYBBGB's Safeguarding and Behaviour Policies.

Online comments, messages and group chats are covered too. Everyone connected with the Band is expected to behave respectfully, in person and online.

Recent court cases have reminded organisations to respect both gender identity and gender-critical beliefs, and to recognise that neurodiversity can be protected as a disability. NYBBGB follows these principles.

Current Legal Guidance

NYBBGB recognises the legal protection of both sex and gender reassignment under the Equality Act 2010.

The organisation also acknowledges the High Court's confirmation that gender-critical beliefs — the view that sex is biologically immutable — are protected philosophical beliefs, provided they are expressed respectfully and without harassment.

At the same time, NYBBGB affirms the protection of trans and non-binary individuals from discrimination and harassment on grounds of gender identity or expression.

Everyone connected with NYBBGB is expected to treat others with dignity, recognising these rights and ensuring that discussion or belief never leads to exclusion, bullying or victimisation.

5. Putting Inclusion into Practice

We will:

- Make recruitment and audition processes open and fair.
- Use inclusive language and imagery in everything we publish.
- Choose guest artists and repertoire that reflect a wide range of people and music.
- Keep venues and materials as accessible as possible.
- Make sure everyone feels safe and valued on residential courses and at events.

6. Monitoring and Review

We collect and review anonymous data to help understand who takes part in NYBBGB and how we can improve access.

We report progress each year to Arts Council England and to our Trustee Board. The policy is reviewed annually to reflect changes in law or practice.

7. If Things Go Wrong

Anyone who experiences or witnesses discrimination or harassment can raise it in confidence.

- For staff and contractors: use the Grievance or Disciplinary Procedures.

- For young participants: speak to the Designated Safeguarding Officer or a trusted member of staff.

Serious or deliberate breaches of this policy may lead to disciplinary action or exclusion from NYBBGB activities.

8. Learning and Training

All staff, tutors and volunteers will receive regular training on equity, diversity and inclusion. We will listen to feedback, share good practice and keep improving how we support everyone who takes part in NYBBGB.

9. Document Control

Version	Date	Approved by	Summary of changes	Review due
2.0	22/11/2025	Trustees	Simplified and updated for clarity, safeguarding relevance and Arts Council reporting	Feb 2026