CAPITAL CONCERT BAND
Registered Charity No SC 035673
104 Boswall Terrace • Edinburgh • EH5 2BW

Appendix 1
Equal Opportunities Policy and Practice

The aim of the Capital Concert Band is to give enjoyment through music and to provide the public and members with access to a wider variety of music by the presentation of concerts. The band seeks to promote **equality of access**, both to playing members, non-playing members and to the public who come to listen.

The band recognises that many people are prevented from playing and learning musical instruments for financial reasons. The band would seek to redress this through the availability of its instruments for use. There is a need to **encourage choice** of instrument which, is not limited by gender. Members of any age are welcomed, however a parent or guardian must accompany members of school age.

In choosing its programmes, the band seeks **diversity**, including contemporary and newly commissioned works. Wherever possible venues in which it performs will be accessible to disabled people. Publicity will not be restricted to certain sections of the community, but will be designed to attract the widest audience by using local radio, free press and community-based advertising.

Whilst the band expects a commitment from playing members, **dependant care responsibilities** are recognised as a priority. Members are welcomed irrespective of their age, gender, gender identity, marital status, religion, education, nationality, race, or sexual orientation.

Disability is recognised often as a social rather than a medical limitation. Problems of disability arise mainly from how society responds to different people. It is therefore important to challenge prejudice and stereotyping to deal with the wider issues of equal opportunities. Music can be a vehicle for breaking down barriers through a common enjoyment of a musical performance. The band committee has an ongoing commitment to increase access to music to the public and to work in partnership with other organisations and other like-minded organisations in order to do so.

The committee is charged with regularly **reviewing and implementing** this policy.