# Aims

# Rossendale Drum Majorettes is open to all Children/Adults who wish to become members. We aim to help our members to have learn music and routines and take part in parades and displays in an atmosphere of friendship, respect and the knowledge that we care for each other.

# We aim to treat every member equally, regardless of their age, disabilities, gender and gender reassignment choices, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

# Accessibility

# All our training, meetings and events are held in venues that are accessible to wheelchair users (unless this is taken out of our control without prior knowledge or communication). When we organise outings for our members and committee we can provide a free place for one carer, for members who would only be able to attend if they were accompanied by a carer.

# We are committed to ensuring any member of Rossendale Drum Majorettes can attend our activities, so we will reassess our access requirements to meet the needs of new members and risk assess our events, training and venues accordingly.

# Diversity

# Our group belongs to **all** the members.

# We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people. For example, we hold parties for religious celebrations to celebrate diversity and if any member has an event, they wish Rossendale Drum Majorettes to celebrate then they are welcome to bring this to the attention of either the Director or a senior committee member as soon as possible.

# The group should be open to new ideas, and welcome opportunities for members to share their cultural heritage with one another.

# Inclusion and Respect

# Every member of Rossendale Drum Majorettes should be made to feel equally welcome and included at all Rossendale Drum Majorettes training, meetings and events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable, these constitute harassment, and have no place in the group.

# Dealing with discrimination and harassment

# If any member feels they have been discriminated against by the group or harassed at a group event or training, they should raise this with the senior committee.

# The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

# If the complaint is against an individual, this person will have the opportunity to express their point of view – they will have the right to be accompanied by a friend or suitable person. The person making the complaint will also have this opportunity.

# If the complaint is against the group as a whole, the Committee must work to ensure that such discrimination is not repeated in the future (if the complaint is valid) and must inform the members of how they propose to do this.

# Any decision to exclude a person from the organization due to discriminatory behaviour or harassment will be made with reference to the group’s constitution. The group will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

* **Please read complaints policy in addition.**

**Version Control**

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| **Version** | **Author/Reviewer** | **Date** | **Comments** |
| RDM\_P003\_A | Simon Creasey | June 2018 | Initial Draft |
| RDM\_P003\_B | Simon Creasey | Sept 2019 | Content review |
| RDM\_P003\_C | Becky Nightingale | April 2020 | Review |
| RDM\_P003\_D | Emma Mainwaring | June 2023 | Content review |
| RDM\_P003\_E | Emma Mainwaring | June 2024 | Content review & update |

This policy will be reviewed on an annual basis as a minimum.

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