

# Disability Policy



## **Our commitment**

We welcome all members of the community, regardless of their abilities. We work to include people with a disability in our band in both playing and non-playing roles to the greatest extent that we can.

We will endeavor to make our band as accessible as possible, based on the ability of individuals involved in our band, the type and level of participation they want and our capacity to make modifications that promote inclusion.

## **What we will do**

- Put people first, focus on what they can do and find out how they want to participate.
- Ask each individual - and their parents if the participant is a child - for their advice about what modifications would help them to participate.
- Where possible, make adjustments to our conducting and tutoring styles, equipment, rules or playing environment and modifications to band premises (e.g. putting in a ramp).
- Be honest and explain if certain modifications or adjustments are not currently possible.
- Communicate with people and share band information in appropriate ways and formats.
- Expect all members to accept and welcome people with a disability.
- Make sure people of all abilities are included in social activities and are recognised for their contribution and achievement.
- Have strong policies to ensure that people can play and participate without discrimination, harassment or bullying

## **What we ask you to do**

If you have a disability:

- tell us what we can do to help include you in our band
- understand that we will do our best to make any necessary adjustments or modifications
- talk to us if you have any concerns or ideas to help us more inclusive.