

Blewbury Brass Band - Code of Conduct

As a band, we respect and promote freedom of expression and open communication. Blewbury and District Brass Band ("BBB") recognises the rights of all band members to be treated as individuals and will not condone or allow any form of unlawful discrimination to go unchallenged. BBB will not tolerate discriminatory behaviour, harassment or victimisation of any kind. To ensure this, we expect all members to follow our Code of Conduct, in order to foster a well-organised, respectful and collaborative environment where every individual has the opportunity to enjoy brass banding.

As members of BBB we agree to the following:

Members' commitment

- I will involve myself actively in the work of the band and accept my fair share of responsibilities, providing I am physically able. This includes, but is not limited to: punctual attendance at rehearsals and performances, attendance at the AGM, private practice, helping to set up and pack down equipment etc.
- If I am unable to attend or expect to be late, I will report to the relevant person as soon as possible. In the event of short notice, or last-minute unavailability, I will make every effort to inform the MD in person or by telephone/text as soon as possible.
- When representing BBB in a personal capacity, I will acknowledge my underlying responsibility as a member and maintain the band's professionalism and integrity at all times.
- I will strive to work as part of a team, in which constructive working relationships are actively promoted.
- I will support the Chairman and the committee in their roles and responsibilities to further the future success and sustainability of the band.

Members' conduct

- All members of BBB have a responsibility for safeguarding.
- Inappropriate behaviour and language, whether face-to-face interaction, via social media or as part of any online activity, will not be accepted. This includes during rehearsals, as well as band engagements.
- Members will adhere to BBB's policies and procedures as set out in the band's governance documents including, but not limited to, Safeguarding and Health and Safety.
- In the event that a member has cause for concern regarding the conduct or welfare of another member, this should be reported to the Safeguarding Officer in a timely manner.

Property care

- Members are expected to keep their uniform clean and well maintained.
- Members who are issued with BBB property, including items of uniform, instruments, lyres and mutes will be required to sign the appropriate register upon receipt of the property. The register will also be signed off when the item is returned to BBB.
- Members are expected to maintain any property issued to them, keeping it clean and in good working order. Any damage or concerns about instruments or other equipment should be

reported to the Instrument Officer as soon as possible. Equipment should also be stored securely when not in use.

- Members will return any property issued to them, when requested by the committee or when leaving the band.
- Members are expected to keep sheet music in good order within the rehearsal and engagement folders, as provided.
- Members who wish to borrow individual parts of music from the library will be required to discuss with the Librarian and return the music at the earliest opportunity.

Personal appearance

Members will follow the band's dress code and personal appearance guidelines when performing.

Conflicts of interest

- Members will declare any conflicts of interest, should they arise.
- Members will record any pecuniary or other business interests that they have in connection with the band's business. If any such conflicted matter arises they will elect to be absent for an appropriate length of time.

Confidentiality

Members will observe complete confidentiality when matters are deemed confidential, or where they concern specific band members, at all times.

Breaching the Code of Conduct

In the event that any member of BBB does not adhere to this code of conduct, or of any other band policy, BBB reserves the right to investigate and take the necessary action according to its procedures (including dismissal) to protect the integrity of the band and its members.

Children and Young People

All children and young people attending the band will be made aware of this Code of Conduct and it will be explained to them with a parent/guardian present if necessary. Their parent/guardian is to confirm that they have seen, understood and agree to follow it. They must also be made aware of the consequences if they breach the code.

Annual Review

We are committed to reviewing our Code of Conduct and good practice annually.

This Code was adopted on: 12 October 2024