



CITY OF BIRMINGHAM  
BRASS BAND

**Code of Conduct**

# Code of Conduct



The City of Birmingham Brass Band respects and promotes freedom of expression and open communication. All band members have the right to be treated as individuals, and we will not allow any form of unlawful discrimination, discriminatory behaviour, harassment or victimisation to go unchallenged. We expect all members to follow our Code of Conduct so that every individual is able to enjoy brass banding.

## **As individuals of the band, we agree to the following:**

### **Members' commitment**

- I will be mindful of my responsibility to uphold the ethos and reputation of the band.
- I acknowledge that accepting a position as a member/associate of the band involves commitment and a significant amount of time and energy.
- I will involve myself actively in the work of the band and accept my fair share of responsibilities, providing I am physically able and as my wellbeing permits. This includes, but is not limited to, punctual attendance at rehearsals and performances, private practice, helping to set up, pack down, and transport equipment, etc.
- When representing the band in a personal capacity, I will acknowledge my underlying responsibility as a member and will always maintain the band's professionalism and integrity.
- I will support the Chair and the committee in their roles and responsibilities to further the future success and sustainability of the band.

### **Members' conduct**

- **All** band members have a responsibility for safeguarding and, as such, have a duty of care to each other. In the event that a player has cause for concern regarding the conduct or welfare of another member, this should be reported to the relevant band officer in a timely manner.
- Inappropriate behaviour and language, whether in face-to-face interactions, via social media or as part of any online activity, will not be accepted. This includes during rehearsals and band engagements, as well as outside of the band environment.

Members will adhere to the law and to the band's policies and procedures as set out in the band's governance documents.

### **Property care**

- Members who are issued with, or borrow, band property (including items of uniform, instruments, lyres and mutes) must notify the relevant officer so that a proper record can be made. Notification

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must also be given when the item is returned to the band. Members are expected to maintain any property issued to them, keeping it clean and in good working order.

- In the event you are not able to attend a brass band event, you must make arrangements for your music, sorted into the correct programme order and with all appropriate markings, to be available.

## Conflicts of interest

- Members will declare any actual or perceived conflicts of interest, should they arise.
- Members will act in the best interests of the band as a whole and not as a representative of any other group.

## Confidentiality

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

## Breaching the Code of Conduct

If any member of the band does not adhere to this code of conduct, or of any other band policy, the band reserves the right to investigate and take the necessary action to protect the integrity of the band and its members.

The investigation will allow the band committee to gain the necessary information relating to the breach. A meeting will then take place between members of the committee and the member involved in the breach of practice. During this meeting the member will be given full opportunity to put across their case. They will also be entitled to representation from either another member of the band, or another suitable representative. Based on the information given, the committee will then consider any sanctions that are required to further protect the integrity of the band and band members. The member involved has the right to appeal a committee decision. This appeal should be made in writing to the committee within 14 days of being informed of the outcome of the investigation.

The committee will only use dismissal or legal action as a last resort, after seeking to resolve any difficulties or disputes in more constructive ways. However, if the behaviour or alleged behaviour suggests that the band member may pose a safeguarding risk to children, young people or adults (either in the band or in the wider community), safeguarding procedures will be followed as soon as the allegation or concern comes to light and statutory authorities will be informed as appropriate.