



CITY OF BATH BRASS BAND

CODE OF CONDUCT - 2025

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1. Introduction

The principal objective of our organisation is to promote excellence and appreciation of music for brass bands as deemed suitable by the management Committee. This may be achieved through training, teaching and playing in an enjoyable, safe and supportive environment where individual members are valued and are able to promote freedom of expression and communication without discrimination of any form. The Management Committee seeks a well-organised and respectful organisation and expects all members to abide by this Code of Conduct.

2. Members Commitment

- a) To abide by the terms of membership by paying subscriptions as specified.
- b) Attend practices and engagements as required and follow timings as detailed.
- c) Notify a member of Management Committee if personal circumstances require change.
- d) Respect decisions from the Management Committee relating to administrative and organisational matters, including the Musical Director where musical issues are involved.
- e) Respect and work with all band members as a team player and provide support to individual members as appropriate.
- f) Be aware of Band Policies and agree to abide by their requirements (Safeguarding, GDPR, Code of Conduct, Fire Safety (ELIM document)).
- g) Value and look after all band equipment (including uniform and instruments when loaned), at all times.
- h) Act accordingly to uphold the ethos and reputation of the band at all times.

3. Members Conduct

- a. All band members will have signed, as acceptance, the annual Safeguarding form and as such have a duty of care for each other. This includes being particularly aware of Safeguarding responsibilities where children and vulnerable adults are concerned. If in doubt consult the Band Safeguarding Officer.



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- b. Any act of inappropriate behaviour towards either another band member or member of the public associated with the band, including postings on Social media, may result in disciplinary action.
- c. All members are expected to familiarise themselves with notices and instructions, either via electronic devices or paper versions, for rehearsals, engagements, special events and concerts.
- d. All members are asked to assist with setting up and packing away seating and other equipment used for rehearsals and engagements. Members should take appropriate safety precautions when handling heavy equipment such as large percussion instruments.

4. Care of Band Property

- a) Members are asked to keep uniforms in a cover bag when not in use.
- b) Members are requested to maintain loaned instruments in good condition. They should seek advice from the band's equipment officer when in any doubt.
- c) Members are asked to report any damage to a loaned instrument immediately to the band's equipment officer who will recommend the action to be taken. NB If a player is deemed to have caused the damage a charge may be made.
- d) Where a member is unable to play at an engagement, either on a single occasion or for a longer period, the loaned uniform should be made available for possible use by a deputy player.

5. Confidentiality

Where matters of confidentiality arise, whether involving a member or other issues, all members are asked to respect and abide by the Management Committee's decision.

6. Compliance

Members must not compromise the band's legal position where issues of safety, environmental compliance or legal liability are concerned.



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7. Breaching of the Code of Conduct

Should a member fail to adhere to this Code of Conduct the Management Committee will notify the member and investigate the nature of the breach. A meeting to discuss the incident will be held and both sides will have the opportunity to speak. In the event of an agreement that a breach has occurred, suitable sanctions will be considered. The member has a right of appeal and then an independent person will be involved. A final decision on the sanction would be ratified by the full Committee.

8. References in the Constitution Paragraphs

Members Commitment - Para 3

Members Conduct - Para3 & Para 10

Care of Band Property - Para 11

Personal appearance - Para 11

Breaching of the Code of Conduct - Para 3