

Sovereign Brass: Code of Conduct

Welcome to Sovereign Brass. We would like to say how happy we are to have you as a member, and we hope that you enjoy playing with us and will help us to maintain our status as one of the Midland's foremost bands. Please familiarise yourself with the contents of this pack in order that you are aware of the structure of the band and what its expectations of you as a member are.

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

Member Commitment

As a member of the band I agree to the following:

- I acknowledge that accepting a position as a member/associate of the band involves the commitment of significant amounts 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. This includes, but is not limited to: Punctual attendance at rehearsals and performances, attendance at the AGM, private practice, helping to set up/down equipment etc.
- I will commit to attending all rehearsals and acknowledge the importance of such. I will accept that if my attendance becomes a cause for concern and impacts the band's progress, the committee may, after discussions with me, ask me to resign from my permanent seat in the band.
- If I am unable to attend a rehearsal or planned event, I will report to the relevant persons as soon as possible. This should be my section leader and band manager, as well as updating the band's online attendance tool (currently Muzodo). Deputy players can then be discussed. In the event of short notice, last-minute unavailability or lateness, I will inform the band manager in person by telephone AND text as soon as possible.
- When representing the band 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 a team, in which constructive working relationships are actively promoted. I will act kindly and without prejudice towards other band members and the general public.
- I will support the Chair and the committee in their roles and responsibilities of furthering the future success and sustainability of the band.
- I am prepared to support committee members in relation to delegated functions where possible.
- I will be mindful of my responsibility to uphold the ethos and reputation of the band.

Members Conduct

- **All** Band members have a responsibility for safeguarding, and as such have a duty of care for each other.
- Inappropriate behaviour and language will not be accepted. This includes at rehearsals, as well as engagements (see below for what constitutes acceptable behaviour and what will be deemed inappropriate).
- Members will adhere to the band'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 player has cause for concern regarding the conduct or welfare of another member, this should be raised to the relevant band officer in a timely manner.
- Playing Members are expected to have their music parts available at all times for rehearsals and engagements. If, for any reason, a player cannot attend a rehearsal or engagement, he/she must ensure that the music is forwarded to the band or left with the band in anticipation of their absence.
- Band members are expected to assist with the setting up and packing away of chairs, stands and equipment at rehearsals and engagements.
- My mobile phone shall be switched off or set to 'silent' prior to the start of each rehearsal.
- I will pay Band Subscriptions whilst a member, at a rate determined by the committee, including any un-paid amount should I leave.
- All assets belonging to the band shall be returned by me, when requested, to the band in the state that they were given to me, including any uniform, music or band instrument.

Behaviour expectations.

All Members – including temporary 'guests' should allow everyone to enjoy, safely, their involvement in our music-making and banding and should:

- Respect and be supportive of each other.
- Respect and engage fully with the Musical Director to support a focused rehearsal and limit any low-level disruption.
- Treat everyone equally and as an individual, recognizing that everyone has their own individual strengths and weaknesses.
- Not take part in, encourage, or allow any behaviour that threatens the wellbeing of others, having the right to challenge and report any such behaviour to a band safeguarding officer or band manager.
- Refrain from using mobile phones during rehearsals.
- Follow the band's dress code and personal appearance guidelines (as provided with each itinerary of event) when performing.
- Refrain from drinking alcohol prior to and during public appearances with the band.
- Make themselves aware of and agree to be bound by this code of conduct and the Safeguarding Policy.
- Declare any conflicts of interest should they arise.
- Observe complete confidentiality when matters are deemed confidential, or where they concern specific band members, at all times.
- Be a good, safe, and supportive Sovereign Brass 'Bander'.
- Protect the band's legality regarding all environmental, safety and fair dealing laws.

The failure of any player to follow the above Code of Conduct may result in the band cancelling the player's membership.