

Uppermill Band Code of Conduct

Uppermill Band's main aim is to promote and provide enjoyable music and to provide educational and training facilities to members of the Band. We want to encourage players to take part in the Band for the purpose of playing for pleasure, taking part in concerts, competitions and generally performing for the benefit of the public of Saddleworth and elsewhere.

As a band, we respect and promote freedom of expression and open communication. The band recognise the rights for all band members to be treated as individuals and will not condone or allow any form of unlawful discriminatory behaviour, harassment or victimization to go unchallenged. To ensure this, we ask 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 individuals of the band we agree to the following:

Member Commitment

- Work to create a true team spirit
- Act kindly and without prejudice towards other band members and the general public.
- Involve myself actively in the work of the band, providing I am physically able. This includes, but is not limited to: Regular, punctual attendance at rehearsals/performances, private practice and helping to set up/down equipment etc.
- If I am unable to attend or expect to be late, I will notify the Secretary or Musical Director as soon as possible. Deputy players should be discussed between a member of the committee and the MD.
- To uphold the ethos and reputation of Uppermill Band at all times.
- I will support the Chair and the committee in their roles and responsibilities of furthering the future success and sustainability of the band.
- When information regarding availability is requested, I will respond as soon as possible, including using Availability Manager (Avyman), where possible.
- I understand that subscription will be determined annually at the AGM and I will continue to pay my contribution.

Members Conduct

- All Band members have a responsibility for safeguarding, and a duty of care for each other.
- Members will be asked to 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 (copies of which are available on the Band's website, and in the Bandroom).
- If a player has cause for concern regarding the conduct or welfare of another member, this should be raised to the Welfare Officer or Chairman.
- We request players always have their music available for rehearsals and engagements. If a player cannot attend a rehearsal/engagement, we would ask that they forward the music to the band, or leave it with the band in anticipation of their absence.
- Band members should arrive at engagement venues punctually wearing the specified uniform. (see below for uniform)

- Inappropriate behaviour and language will not be accepted. This includes at rehearsals and engagements (see below for what constitutes acceptable behaviour and what will be deemed inappropriate).

Band Behaviours

- Truly live the 'Team Uppermill' Spirit.
- Respect all players and associate members of the Band.
- Always act in a professional manner when representing the Band.
- Offer help and support to other team members.
- Be proud to be part of Uppermill Band.
- Adhere to the Health & Safety and Safeguarding Policies.

Inappropriate Band Behaviours

- Hitting or striking another band member, whether this is a child or adult.
- Verbally abusing (including shouting or swearing at) another band member.
- Deliberately humiliating or undermining another band member.
- Inappropriate intimate touching, sexual conversations - or use of sexual innuendo - with a child or young person, or in the presence of a child or young person.
- Developing, or implying, sexual relationships with children and young people in the band.
- Encouraging, or knowingly being involved in, another band member committing a crime.
- Bringing the band into disrepute through inappropriate use of social media.
- Taking illegal substances before or during band activities.
- Being intoxicated at a band event.
- Using digital technology to groom a child or adult or to abuse them in any way.
- Creating, sharing or downloading abusive images of children or adults.

Property Care

- We would request that uniform and any equipment loaned by the band is kept clean, maintained and secure.
- Members issued with band property (eg uniform, instruments, lyres, mutes) will be required to sign the equipment form on issue.
- Members will be asked to return issued property to the band, when requested or when leaving the band and the register will be signed off.
- Playing members are asked to keep music parts in good order and tidy within the music folders.
- Members who wish to borrow individual parts of music from the library will be required to sign the Music Loan Register, and return the music at the earliest opportunity.

Personal Appearance

We would ask that members follow the band's dress code guidelines when performing, specific information will be given via the Band Sergeant prior to a Band engagement.

Uniform:	Walking out uniform to be worn when arriving at engagements, whilst setting up and packing away from an engagement
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<p>All uniform items should be clean and in good order.</p>	<ul style="list-style-type: none"> - Uppermill Band Blazer, White Shirt and Uppermill Band tie, Black Trousers/Skirt, Black Shoes and Black Socks. <p>Concert Uniform only to be worn on Stage for Concerts/Contests. This jacket should be transported in a suit carrier to protect it. Concert Jackets should not be worn during setting up or packing away from an event or when members are in a public areas.</p> <ul style="list-style-type: none"> - Uppermill Band Concert Jacket, White Shirt and Black Bow tie, Black Trousers/Skirt, Black Shoes and Black Socks <p>Uppermill Band Black Weatherproof Coat</p>
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Conflicts of interest

- Members should act in the best interests of the band and we would ask that you declare any conflict of interest.
- Members will record any financial (pecuniary) or other business interests that they have in connection with the band's business.

Confidentiality

- Members are required to observe confidentiality when matters arise, or where they concern specific band members, at all times.

Compliance

- Members will be asked to always protect the band's legality regarding all environmental, safety and business matters.

Safeguarding Breach

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, then safeguarding procedures will be followed as soon as the allegation or concern comes to light, and statutory authorities will be informed as appropriate.

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 under the age of 16. Their parent/guardian is to confirm that they have seen, understood and agree to follow it.

The process adopted will be fair to all. A copy of the process will be provided in the unlikely event of a breach of conduct takes place.

Breaching the Code of Conduct

If a member of the band breaches this code of conduct, or of any other band policy, the committee reserves the right to investigate and take the necessary action to protect the integrity of the band and its members.

The process adopted will be fair to all. A copy of the process will be provided in the unlikely event of a breach of conduct takes place.

Disciplinary actions

In the best interest of the members the band may have to take disciplinary action against anyone who repeatedly or intentionally fails to follow our Code of Conduct. Appropriate action will be taken following the bands guidelines; a copy of which can be provided where disciplinary action is required.

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 then safeguarding procedures will be followed, and statutory authorities will be informed as appropriate.

Code of Conduct Adopted/Reviewed

Signed by (Print):

Signed by (Signature):

Date: