CLEETHORPES BAND CODE OF CONDUCT

# Members Conduct

1. Members will adhere to the band’s policies.
2. In the event that a player has cause for concern regarding the conduct or welfare of another member, this should be raised immediately with the relevant band officer.
3. Playing Members are expected to attend scheduled band rehearsals, contests and engagements. On the occasions when they are not available, members should give as much notice as possible by communication with the Attendance Officer and/or use of Team App.
4. In the event of last minute unavailability, playing members must make every effort to inform the MD or officer of the committee immediately.
5. Playing Members who will not be available for engagements are requested to assist with arrangements for replacement players by suggesting alternative personnel from other sources. Invited or deputy players must first be discussed with the MD.
6. 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, they must ensure that their music is forwarded to, or left, with the band.
7. Band members are expected to assist with the setting up and packing away of equipment and to help the percussionists move equipment.
8. Band members are expected to dress smartly wearing the agreed band uniform for all engagements unless otherwise notified.

# Behaviours

### Treat all band members with respect and dignity

### Act safely and safeguard other members

* Behave in an acceptable manner with consideration for other members and the general public

### Encourage and support children and young people in the band but avoid having “favourites”

### Do not use inappropriate language or behaviour

## Inappropriate and Prohibited Behaviours

### Hitting or striking

### Verbal abuse

### Humiliation or undermining

### 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

### Any crime

### Taking illegal substances and being intoxicated

### Using digital technology to groom a child or adult or to abuse them in any way

### Creating, sharing or downloading abusive images

### Bringing the band into disrepute

## Children and young people under 18

### In general, avoid being alone with children and young people under 18 who are band members, unless you are their parent or carer. If it is necessary to be alone with a child or young person:

### Make sure another adult knows where you are and approximately how long you will be

### Invite the child or young adult to bring a friend

### Leave the door open of the room you are in

### Move into the centre of the room so you are in plain view

### Avoid physical contact with children and young people in the band unless it is necessary for a particular activity. If physical contact cannot be avoided, seek permission of the child or young person wherever possible and ensure they are comfortable with what you are going to do

### If a child or young person talks to you about something confidential, ensure that they understand that you will not share the information without their consent except in specific circumstances relating to child protection or safeguarding

### If you are told or see something regarding a child or young person that causes you to have a safeguarding concern, follow the band safeguarding procedures and contact the Welfare Officer as soon as possible.

### Outside band activities, try to avoid contacting children or young people who are band members unless this is via their parents and part of a family friendship.

### Be aware that children and young people in the band will look up to you; it is

### important that you model responsible and considerate behaviours associated with appropriate professional/personal boundaries.

### Do not give your personal telephone number or email address to children or young people in the band

### Do not develop individual friendships with children and young people in the band except as part of a family friendship

### Be mindful of your use of language during band activities, especially when children and young people are around

### If you are involved with the band in a teaching or leading capacity, do not, in general, accept, or give, gifts or money to children or young people you work with. If you are presented with a token ‘thank you’ gift from a child, accept it with thanks and inform the Welfare Officer. If you wish to present a token gift to a child or young person for a specific reason, this should be discussed and agreed in advance with the Welfare Officer.

# Breaching the Code of Conduct

In the event a member of the band breaches this code of conduct or any other band policy, the band may investigate and take any 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 other 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.

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.