

**LEWES BRASS
CODE OF CONDUCT
DRAFT: 25.05.2026**

1. Introduction

- 1.1 This Code of Conduct sets out the standards of behaviour expected from all members of **Lewes Brass**, the Senior Band of Lewes, Glynde and Beddingham Brass Band.
- 1.2 Its purpose is to create a welcoming, respectful, safe and enjoyable environment in which all members can participate to the best of their ability.
- 1.3 It sets out the expectations of band members' behaviour during rehearsals, performances, social events, and any other events related to Lewes Brass.
- 1.4 It also sets out the procedure for reporting concerns, and how these will be dealt with by the committee, including possible sanctions for breaches of the Code of Conduct.
- 1.5 Full Membership of Lewes Brass is contingent on members agreeing to uphold this Code of Conduct, and contribute positively to the musical and social life of the organisation.

2. Respect and Inclusion

- 2.1 All members are expected to:
 - (a) Treat others with courtesy, dignity and respect at all times;
 - (b) Promote an inclusive atmosphere, regardless of age, gender, disability, race, religion, sexual orientation, gender identity, background, musical ability, experience, or any other characteristic;
 - (c) Encourage and support fellow members, especially new or younger players;
 - (d) Avoid any behaviour which could be considered bullying, harassment, intimidation, discrimination, or abuse.
- 2.2 It is recognised that music making is an emotive hobby, and that strong language may be used during rehearsals at times. However, members are asked to keep swearing and offensive language to a minimum. Members should be particularly mindful of this when younger members are present. Use of the following will not be tolerated under any circumstances:
 - (a) Offensive or derogatory language targeted at another person;
 - (b) Discriminatory language or slurs;
 - (c) Sexually explicit language;
 - (d) Language intended to threaten, intimidate or coerce others.

3. Rehearsal and Performance Etiquette

- 3.1 Band members are expected to be ready to start any rehearsal or event at the scheduled time. Rehearsals generally begin at 8pm, unless stated otherwise, and members are expected to be warmed up and ready to play by this time. Arrival times for performances will be circulated in advance via the relevant job sheet.
- 3.2 Members should turn off their mobile phone, or switch it to silent, during all rehearsals and events.
- 3.3 Members are responsible for bringing all the necessary equipment, including mutes, water spray, valve oil, music, pencil, stand and pegs, as relevant.
- 3.4 If members are unable to attend a rehearsal or event, they should inform the relevant committee member well in advance. Members are expected to give at least one week's notice for rehearsal absences, and at least four weeks' notice for event absences. Members are expected to try and attend as many rehearsals and events as possible.
- 3.5 Members are expected to practice their parts outside of rehearsals.
- 3.6 During rehearsals, members should listen constructively to musical direction and feedback, including from the Musical Director and section leaders.
- 3.7 There will inevitably be some talking during rehearsals, but members are expected to avoid disrupting rehearsals, and in particular to avoid talking over the Musical Director.

4. Alcohol, Smoking and Substance Use

- 4.1 Members must never perform or rehearse while impaired by alcohol or other substances.
- 4.2 At social events where alcohol is permitted, members must consume responsibly. There must be no pressure or expectation on others to consume alcohol, and behaviour of this nature will not be tolerated.
- 4.3 Members must follow relevant venue rules regarding smoking and vaping at all times.
- 4.4 Illegal drug use at any band activity, including social events, will not be tolerated.

5. Social Media and Public Behaviour

- 5.1 Members are reminded that they are seen as representatives of Lewes Brass, both in person and online. Members' behaviour must therefore be of the highest standard when representing Lewes Brass.
- 5.2 When using social media, members should:
 - (a) Communicate respectfully;
 - (b) Avoid posting content which could damage the band's reputation;
 - (c) Respect privacy and obtain permission before sharing any images or recordings.

- 5.3 The band maintains a WhatsApp Community group in order to facilitate communication with and between members. All Full Members over the age of 18 will be invited to this group. Members are expected to communicate respectfully and appropriately at all times. Any members under the age of 18 should not be invited to this group, although parents and/or carers may be added if appropriate.
- 5.4 As a general rule, photographs or recordings of minors should not be taken during band events.

6. Band Property and Finances

- 6.1 Members are responsible for taking reasonable care of any instruments, music, uniforms and equipment owned by Lewes Brass.
- 6.2 Members should return any band property promptly when requested, and report any loss or damage as soon as possible to the relevant committee member.
- 6.3 Members should ensure that monthly subscription payments, and any other financial obligations, are made promptly.

7. Safeguarding and Health and Safety

- 7.1 Lewes Brass takes its safeguarding responsibilities very seriously. All members are expected to read and familiarise themselves with the band's safeguarding policy.
- 7.2 New members will be asked to consent to a basic social media and search engine background check. This is to ensure that members have values consistent with Lewes Brass, and do not pose a reputational or safeguarding risk. This is consistent with Brass Bands England BandSafe guidance. Becoming a Full Member of Lewes Brass is contingent on agreeing to these checks.
- 7.3 Some band members may undertake roles which involve unsupervised or intensive work with children or vulnerable adults, which is considered "regulated activity" by the Disclosure and Barring Service (DBS). In these cases, members will be subject to an Enhanced DBS Check and safer recruitment procedures.
- 7.4 Members should follow any health and safety instructions relevant to rehearsals, performances and travel arrangements, and report any hazards, accidents or injuries promptly to the relevant committee member.

8. Affiliated Bodies

- 8.1 Lewes Brass is affiliated to a number of regional and national external bodies, including the Southern Counties Amateur Band Association (scaba), the London & Southern Counties (L&SC) regional committee, Brass Bands England (BBE), and the Brass Band Players (BBP) Registry.
- 8.2 The band will cooperate with any disciplinary investigation carried out by these bodies, and will support and endorse any disciplinary action taken by them against any member of Lewes Brass.
- 8.3 The committee reserves the right to revoke the Full Membership of band member who is banned from contesting by the L&SC regional committee, or barred from registration by the BBP Registry.

9. Concerns, Breaches and Disciplinary Action

- 9.1 Any concerns about behaviour should be raised respectfully with the Safeguarding Lead in the first instance. In the event that the Safeguarding Lead is unavailable, or members would feel more comfortable discussing their concerns with someone else, concerns can also be raised with any member of the committee, or the Musical Director.
- 9.2 Complaints or possible breaches of the Code of Conduct will be handled by the committee in a fair and confidential manner.
- 9.3 The committee reserves the right to take disciplinary action against members if the Code of Conduct has been breached, including:
 - (a) Informal discussion;
 - (b) Formal warning;
 - (c) Temporary suspension of membership;
 - (d) Revocation of membership in serious cases.