



MITCHAM CITY BRASS

CODE OF CONDUCT

Effective date: October 2023

Mitcham City Brass is a community band with a long-standing and proud history in the City of Mitcham. Since 1901 the band has provided opportunities for performance and the enjoyment of participation in brass banding.

At Mitcham City Brass we respect and promote freedom of expression and open communication. Mitcham City Brass recognizes the rights of all band members to be treated as individuals within a respectful and supportive environment.

The tenets of Mitcham City Brass code of conduct are Professionalism, Respect, Cooperation, and Safety. In order to provide a well-organized, respectful and collaborative environment, all members are expected to understand and adhere to this Code of Conduct.

PROFESSIONALISM

Involvement in the band requires a professional approach from members during rehearsals, performances, and other band-related activities. Members are to make a commitment to events and performances and are to ensure adequate preparation is undertaken.

- I acknowledge that accepting a position as a member of Mitcham City Brass involves a significant time commitment and adherence to high standards of personal conduct.
- I will endeavor to be available and punctual for all required practices and engagements. If I am unable to attend or will be late, I will advise the Secretary or Musical Director (MD) as soon as possible.
- I will strive for continuous improvement by arriving prepared for practices, practicing regularly, seeking feedback, and supporting the improvement of other band members.
- I will respect the dress code of the band and will adhere to uniform standards.
- I will take responsibility for the care of instruments, music and other band equipment and property.

RESPECT

The band welcomes diversity. Interactions should be respectful of the abilities, perspectives and values of members.

- I will speak and act kindly and without prejudice towards other band members and members of the community.
- I will endeavor to understand the perspective of my fellow band members and will respond to all interactions in a respectful and considerate manner.
- I will respect the rights of all members to participate in an environment free from discomfort caused by inappropriate conduct, language or dress.
- I will respect the confidentiality of sensitive or private information shared within the band group.
- I will respect the work of the Musical Director and Committee and will demonstrate this respect through my conduct and commitment to band activities.

COOPERATION

Group success relies on the commitment, contribution and participation of all members. Members are expected to work together, support each other, and contribute effectively to produce performances of a high quality.

- I will strive to work as part of a team, and will maintain a positive and enthusiastic attitude towards the brass band and its activities, as well as towards other members and the wider community.
- I will involve myself actively in the work of Mitcham City Brass and accept my fair share of responsibilities, as I am able, assisting with promotion, preparation, set-up and pack-down of events.
- I will support the President and the committee in their roles and responsibilities to further the continued success and sustainability of Mitcham City Brass and will endeavor to attend AGM and ordinary meetings as required.
- I recognize the importance of the band partnerships and relationships and will comply with rules, regulations and expectations of organizing groups such as SABA, Mitcham City Council.

SAFETY

Involvement in the band requires the movement and use of equipment as well as close contact with fellow band members. Members are expected to take responsibility for their own safety, the safety of others and the care of all property of Mitcham City Brass.

- I will follow safety guidelines and rules and will be mindful of safe conduct at all times.
- I will be considerate of the different abilities and limitations experienced by my fellow band members.
- I understand the unique environment of band participation and will adhere to health and safety advice to enable other band members to be free from harm.
- If I have concerns regarding the safety, conduct or welfare of another member, I will report this to the chair or secretary in a timely manner.

I recognize that as a member of Mitcham City Brass, my conduct reflects on the band's reputation as well as the experience for other band members.

When representing Mitcham City Brass in a personal capacity, I acknowledge my underlying responsibility as a member and will always maintain the band's professionalism and integrity.

BREACH OF CODE

In the event that any member of Mitcham City Brass does not adhere to this code of conduct, or any other band policy, the band's executive committee reserves the right to investigate and take the necessary action to protect the integrity of Mitcham City Brass and its members.

In accordance with the MCB **Grievances and Complaints Procedures**, the response will consider:

- Fairness and transparency for affected members.
- Opportunity for reply, resolution and restoration.
- The welfare and reputation of all members, the band, and the wider community.