



BRATTON COMMUNITY BRASS BANDS RECRUITMENT POLICY - 2024

Playing Members of Bratton Silver Band

Bratton Silver Band was first formed in 1859 and the recruitment of suitable players, both in performance ability and character, is essential to the ongoing success of the band.

Vacancies may occur when a member leaves the band or when the MD wants to move players to other positions to strengthen areas of the band

If the vacancy arises from a player leaving the Membership Coordinator of Bratton Community Brass Bands will be responsible for coordinating the appointment of new players to the band in liaison with the Musical Director and the Band Committee as well as principal performers from within the section where a vacancy arises.

If the vacancy arises from a Musical Director making changes within the band then the MD will inform the Membership Coordinator, the Committee, affected players and principal performers within the effected section(s) of their decision and then work with the Membership Coordinator and Committee to advertise the position.

Advertising for required players will be via appropriate local and national Brass Band and social media resources, such as 4barsrest.

Persons are appointed in line with the Equality Policy, ensuring equal access for all and no discrimination takes place where decisions are made.

The primary factors in appointing a suitable person to the band are:

1. Performance ability
2. Character attributes in order that they will represent the organisation with the highest levels of professionalism and will work smoothly with the existing personnel.

Where there is more than one applicant who fits the suitable person factors, players may be invited for trial and/or solo audition.

Playing Members of Bratton Brass Band

Bratton Brass Band is open to anyone who has reached a standard of playing defined by the Bratton Community Brass Bands Musical Directors

Playing Members of Bratton Brass Roots and Adult Learners

These groups are open to anyone who wants to learn to play a brass instrument subject to places being available.

If there are more applicants than places available a waiting list will be put in place and will be managed by the Brass Roots Musical Director

Subject to the above criteria, membership to all bands is open to all, in line with the equality policy and constitution.

Adults working with Bratton Community Brass Bands

Bratton Community Brass Bands recognises that all reasonable steps must be taken to ensure suitable people are recruited.

The Designated Safeguarding Leads of Bratton Community Brass Bands will be responsible for ensuring that those members of Bratton Community Brass Bands who are working with children and vulnerable adults have been DBS checked.

Reasonable checks will be carried out to ensure those who will be working and have direct involvement with children are of suitable character.

Persons are appointed in line with the Equality Policy, ensuring equal access for all and no discrimination takes place where decisions are made.

Those involved in tutor/conductor roles should possess the necessary attributes to:

- Communicate effectively with adults and children
- Uphold and model appropriate behaviour at all times
- Be approachable to those who may want to ask advice in any number of areas
- Facilitate the learning and development of players through a variety of different teaching and learning techniques
- Promote Bratton Community Brass Bands activities to external individuals and organisations

Policy Adopted: July 2023

Signed by (print): M. STRONG

Signed by (signature): 

Date: 27/07 /23

Date Reviewed	Reviewed By	Date Approved by Committee
20/03/24	M Strong, C Bowes	30/05/24