



BRATTON COMMUNITY BRASS BANDS

RECRUITMENT POLICY - 2025

Bratton Community Brass Bands (BCBB) welcomes new members, irrespective of personal circumstances, background, religion, ethnic origin or any disabilities.

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.

Any player aged 16 years and above and deemed to be of a suitable standard by the Musical Director can join the band and play at concerts; it is expected that an existing player will maintain an acceptable standard to retain their position as part of the contest band. The acceptable standard will be relative to the level at which the band aspires at any given time, typically the nationally recognised section in which the band competes.

The Membership Coordinator of Bratton Silver Band will be responsible for coordinating the appointment of new players to the band. He/she may liaise with the Musical Director as well as principal performers from within the section where a vacancy arises.

Where there is more than one applicant, players may be invited for trial and/or solo audition.

Bratton Brass Band

Bratton Brass Band is open to anyone who has reached a standard of playing defined by the Brass Band's Musical Director

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, a waiting list will be put in place – this will be managed by the Brass Roots Musical Director.

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. New members will be asked to complete a membership form, a conduct declaration form and provide photo ID. Reasonable checks will be carried out to support responsible and effective recruitment practices.

The Safeguarding team 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.

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

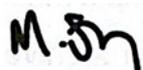
Those involved in tutor/conductor roles should possess the necessary attributes to:

- 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:

Signed by (Print): M Strong

Signed by (Signature)

A handwritten signature in black ink, appearing to read 'M Strong', is positioned to the right of the 'Signed by (Signature)' label.

Date: September 2025