



Code of Conduct

Glenorchy City Brass Inc.

Our Commitment

Glenorchy City Brass Inc (GCB) recognises the importance of ensuring the safety and wellbeing of children and young people who engage with this organisation.

The purpose of this Code of Conduct is to describe the minimum standards of behaviour and conduct expected of the members of this organisation while present at rehearsals, concerts and other events organised by GCB and in other circumstances where members of this organisation may be perceived as representing the organisation.

Application of Code of Conduct

This Code of Conduct applies to all paid and unpaid persons (including musical directors, players, tutors, volunteers, members and other assistants) involved in, or representing, GCB.

The Code

This policy applies to all members, musical directors, tutors, volunteers, committee members, and any other persons involved in Glenorchy City Brass Inc. activities, including the Bandit beginner ensemble.

Principles

- All children have the right to feel safe and be safe at all times when participating in our organisation's activities.
- The welfare and best interests of the child are paramount.
- All children, regardless of their background, have equal rights to protection from abuse and neglect.
- All adults involved in our organisation have a responsibility to care for children and to protect them from abuse.

Legislative Compliance

Glenorchy City Brass Inc. operates in compliance with:

- *Registration to Work with Vulnerable People Act 2013* (Tas)
- *Child and Youth Safe Organisations Act 2023* (Tas)
- *Children, Young Persons and Their Families Act 1997* (Tas)
- All other applicable child safety legislation

The Code

All persons representing GCB are expected to conduct themselves in a manner that ensures, as far as is possible, the safety of children and vulnerable people at rehearsals, performances, competitions and other events organised by, or otherwise involving, GCB. All persons participating in rehearsals and events conducted by GCB are expected to act in accordance with this Code in respect of the person's interactions with children and vulnerable people at those rehearsals and events regardless of –

- whether the person participating in the rehearsal or event is representing, or may be perceived as representing the organisation; and
- whether the interactions occur at the rehearsal or event or directly after the rehearsal, or event, in another location.

As members or representatives of GCB, each person must observe the following standards of behaviour, in any circumstances where the person may be perceived as representing this organisation:

- the person must comply with all laws and lawful requirements in respect of children and vulnerable people including, but not limited to, the *Registration to Work with Vulnerable People Act 2013* and the *Child and Youth Safe Organisations Act 2023*;
- the person must comply with all policies, procedures and rules of the TBL and this organisation;
- the person must not participate in, or assist another person to participate in, any unlawful activity with or in relation to a child or vulnerable person;
- the person must not perform an act that the person knows, or reasonably ought to know –
 - is likely to result in harm to a child or vulnerable person, whether physically, sexually, mentally or emotionally; or
 - is likely to result in the neglect of a child or vulnerable person; or
 - is likely to place a child or vulnerable person at risk of such harm or neglect;
- the person must not fail to perform an act if the person knows, or reasonably ought to know, that such a failure –
 - is likely to result in harm to a child or vulnerable person, whether physically, sexually, mentally or emotionally; or
 - is likely to result in the neglect of a child or vulnerable person; or
 - is likely to place a child or vulnerable person at risk of such harm or neglect;
- the person must not unlawfully discriminate against a child or vulnerable person, or the child or vulnerable person's family members;
- the person must not, as far as is reasonably practicable, be alone with a child or vulnerable person, without another adult being present, other than –
 - when there is an unavoidable emergency; or
 - where the person is the parent or person responsible for the child or vulnerable person;
- the person must not make personal contact, whether in person or electronically, with a child or vulnerable person, other than –
 - where another adult is present during the contact or, in the case of electronic contact, has unfettered access to the contact; or

- where the person is the parent or the person responsible for, or a family member of, the child or vulnerable person;
- the person must not disclose personal or sensitive information about a child (including images of the child), without lawful excuse, unless the person has the consent of –
 - if the child is old enough to understand what is occurring and has the capacity to consent, the child and at least one parent or guardian of the child; or
 - if the child does not have the capacity to consent, at least one parent or guardian of the child;
- the person must not –
 - use inappropriate language in the presence of children; or
 - show or provide children with access to inappropriate images or material;
- the person must not interact with children while impaired by alcohol or under the influence of prohibited drugs;
- the person must not ignore or disregard any suspected, observed or disclosed –
 - harm to a child or vulnerable person, whether physical, sexual, mental or emotional; or
 - risks of such harm to a child or vulnerable person.

Each member, or representative, of GCB is expected to, in any circumstances where the person can be perceived as representing the TBL or this organisation –

- prioritise the best interests of children and vulnerable people; and
- act promptly to ensure that children are safe and not at risk of harm; and
- comply with –
 - all legislative requirements on reporting knowledge of, or concerns or suspicion about, harm to children and vulnerable people; and
 - with the TBL Child Safety and Wellbeing policy on reporting such harm; and
- promptly report any such knowledge, concerns or suspicions to –
 - a member the Executive Committee or Management Committee of GCB (president@gccb.org.au, secretary@gccb.org.au, treasurer@gccb.org.au, vice.president@gccb.org.au); or
 - if the person considers it more appropriate in the circumstances, the TBL Executive (president@tbl.org.au, secretary@tbl.org.au or treasurer@tbl.org.au); and
- follow the GCB and the TBL policies and procedures for receiving and responding to disclosures, complaints, allegations and concerns relating to children and vulnerable people.

As a member, or representative, of Glenorchy City Brass Inc., I understand that if I breach this Code of Conduct it may lead to disciplinary action by, or expulsion from, this organisation.

Full Name: _____

Signature: _____

Position: _____

Date: _____