

This Code of Conduct is available to view by all members of St Edmundsbury Male Voice Choir at:

www.semvc.com

The term 'members' refers to all paid members, official friends, music team and volunteers.

MEMBERSHIP

Membership of the Choir is open to all males who are aged 16 years or over.

Membership to the Choir does not require a formal singing audition by the Conductor (Musical Director)

People wishing to join the Choir are welcome to attend rehearsals for a trial period of four weeks prior to contributing membership fees to the Choir.

There is no minimum requirement on the number of rehearsals members are expected to attend in order to retain membership.

Membership is fluid and can be terminated at any point by anyone no longer wishing to be a member of St Edmundsbury Male Voice Choir (SEMVC).

Membership fees are to be reviewed annually by the current SEMVC Committee.

PUNCTUALITY AND ATTENDANCE

Choir members are expected to attend rehearsals whenever possible at the direction of the Musical Director. Lack of attendance at rehearsals may prevent members from participating in performances.

Members are expected to advise the Musical Director as soon as practicable if they are unable to attend performances.

Members are expected to be punctual in attending rehearsals / concerts for the benefit of all.

CONTRIBUTION AT REHEARSALS

Members should arrive focused and be willing to co-operate fully and respond to the direction provided by the Musical Director during rehearsals and concerts at all times.

Members should understand that they are singing as part of a group and that their contribution is a valuable part of the whole sound of the Choir.

Members are expected to help the less experienced singers in the Choir and understand the difference between solo and choral singing.

Members should strive to understand the delicate balance between giving a strong musical lead and blending with other singers.

On occasion, members will be selected to sing lead parts in the Choir, this will be done in conjunction with the needs of the whole Choir and is at all times the sole decision and complete discretion of the Music Team.

RESPECT AND BEHAVIOUR

Each member has a duty of care to themselves and their peers and is responsible for their own actions and behaviour and should avoid any conduct which would lead a reasonable person to question their motivation or intentions.

- Members are expected to behave in a mature, respectful, safe, fair and considered manner.
- Members should respect each other and not seek to make derogatory remarks or 'jokes' to other members that are of a personal, sexual, racist, discriminatory, intimidating or otherwise offensive nature.
- Members should treat each other as equals and ensure that relationships with others are kept appropriate at all times.
- Members should conduct themselves in an appropriate way over social media platforms e.g. Facebook. Do not post content to the detriment of SEMVC or that may be deemed to constitute reputational risk to the organisation or its members.
- Members should discuss with and/or take advice promptly from a Committee member with regard to any incident which could give rise for concern (including children and vulnerable adults), particularly in line with the Choir's Safeguarding Policy. This would include reporting incidents to a Committee member to ensure that such situations can be handled promptly by the Committee in a sensitive way.
- Members will follow the directions of the Music Team, and/or the appropriate Committee member at all times and respect their decisions.

DRESS CODE

Members will adhere to the dress code, which is defined in the Constitution.

At all times members must be clean, well groomed, appropriately and neatly dressed.

PROPERTY

All music issued to Choir members remains the property of SEMVC and are to be returned in good condition.

COMMUNICATION AND SOCIAL MEDIA

All issues relating to Choir publicity or activity should be directed to the Committee.

BREACH OF CODE OF CONDUCT

The Committee has the right to refuse participation in rehearsals and performances to a Choir member who is found to be in breach of the Code of Conduct to allow any investigation necessary to be undertaken unhindered and without prejudice.

This breach of the Code of Conduct will be reviewed by the Conduct Committee* as soon as possible and appropriate action taken in accordance with dispute procedures. The process will be recorded and held on record.

After the review of any breach of the Code of Conduct, the Conduct Committee will inform the member of the agreed course of action, following this process:

1. Verbal warning that is noted in writing by the Conduct Committee
2. Formal written warning
3. Dismissal

The full Committee has the power to escalate this process, depending upon the seriousness of the misconduct.

If any member is unhappy with decisions made by the Committee, they have the right to appeal to the Appeals Committee. However, if the original decision is upheld at appeal stage, there is no further right to appeal as this decision is final and binding.

ANNUAL REVIEW

The Code of Conduct will be reviewed annually by the Committee and be available for the AGM in June. In September, or at the point of becoming a member, Choir members will be required to sign to confirm they have read and will abide by the Code. Failure to sign will mean the member will not be able to take part in any performance.

* Conduct Committee members:

Jules Mills (Lead)

Justin Ballam; Jonathan Davies; Richard Leveritt; Dianne Farthing

Appeals Committee members:

James Black (Lead)

Colin Burrows; Mike Thomas; Nigel Farthing; Kate Mackenzie

Neither group contains a Choir Committee member

Safety Officer:

Ian Cooper