



CODE OF CONDUCT

Colne Valley Male Voice Choir

This code of conduct is intended to support our values of **QUALITY, INCLUSIVENESS, DIGNITY, RESPECT and INTEGRITY**

1 MEMBERSHIP

- 1.1 Membership of the choir is open to all men who are usually aged 16 years or over.
- 1.2 On first attending a rehearsal, prospective members will have an informal singing exercise to help them choose the section of the choir in which they will be most comfortable.
- 1.3 Membership to the choir requires an informal singing assessment by the Musical Director.
- 1.4 Those wishing to join the choir are welcome to attend rehearsals for a trial period prior to a request to join.

2 PUNCTUALITY AND ATTENDANCE

- 2.1 Singers are expected to attend rehearsals whenever possible. Lack of attendance at rehearsals may prevent members from participating in performances. (see Rules)
- 2.2 Singers are expected to advise their section leader as soon as practicable if they are unable to attend performances.

3 CONTRIBUTION AT REHEARSALS

- 3.1 At all times singers should arrive focused and be willing to co-operate fully by listening and responding to the direction provided by the Musical Director during rehearsals.
- 3.2 Singers are expected to help those less experienced.

4 RESPECT AND BEHAVIOUR

- 4.1 The choir has clear values of inclusiveness, dignity, respect and integrity and all singers must behave in a way that aligns with these values. This includes not posting material or views on social media which conflict with the values of the choir and may be deemed to constitute reputational risk to the choir or its members.

- 4.2 Each singer is expected to lead other singers by example with attendance, singing, and behaviour in rehearsals and concerts.
- 4.3 Singers will not partake in consuming alcoholic beverages which affect their behaviour when representing the choir at rehearsals or concerts.
- 4.4 Singers should strive to be a positive role model to all other members of the Choir and members of the public behaving in a mature, respectful, safe, fair and considered manner.
- 4.5 Singers who have concerns about behaviour should report incidents to a member of the Management Committee to ensure that such situations can be handled promptly and in a sensitive way.
- 4.6 A record will be kept of any such incident and of decisions made/further actions agreed by the management committee.
- 4.7 The Management Committee is fully committed to safeguarding the welfare of all choir members by taking all reasonable steps to protect them.

5 DRESS CODE

- 5.1 Members will adhere to the dress code defined by the management committee.

6 PROPERTY

- 6.1 All music and clothing issued to choir singers remains the property of Colne Valley Male Voice Choir and are to be returned in good condition.

7 COMMUNICATION & MEDIA

- 7.1 All issues relating to choir publicity activity should be directed to the Management Committee.
- 7.2 Recorded videos of concert performances must not be published in choir publications or choir social media pages unless agreed by the Musical Director.

8 REMUNERATION

- 8.1 There will be no expectation of payment to individual singers for choir performances or management roles unless specifically stated and agreed upon by the Management Committee.
- 8.2 Singers will not be entitled to a refund of membership fees unless by special agreement by the Management Committee.

9 BREACH OF CODE OF CONDUCT

- 9.1 The Musical Director and/or Choir Management 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.
- 9.2 This breach of the code of conduct will be reviewed by the Management Committee as soon as possible and appropriate action taken in accordance with dispute procedures.

10 DISPUTE PROCEDURES

- 10.1 After the review of any breach of the code of conduct, the Management Committee may consult with the singer, counsel them as to the inappropriateness of the conduct and support them in making changes.
- 10.2 Following 2 verbal warnings, if the singer has made no appropriate change, then the Management Committee has the right to ask the member to leave the choir.
- 10.3 If any singer is unhappy with decisions made by the Management Committee, they have the right to appeal to the Chairperson. However, if the original decision is upheld at appeal stage, there is no further right to appeal as this decision is final and binding.