
CODE OF CONDUCT – BARNSELY SINGERS

This Code of Conduct has been drafted in accordance with current guidance and is available to view by all members of Barnsley Singers at: www.barnsleysingers.org.uk

MEMBERSHIP

- Membership of the choir is open to all adults living in Barnsley and surrounding areas who are aged 18 years or over.
- Membership to the choir does not require a formal singing audition by the Artistic Director.
- People wishing to join the choir are welcome to attend rehearsals for a trial period of 2 weeks prior to contributing membership fees to the choir.
- There is no minimum requirement on the number of rehearsals members are expected to attend.
- Membership is fluid and can be terminated at any point by anyone no longer wishing to be a member of Barnsley Singers.
- Membership fees are to be reviewed annually at the AGM by no less than 3 members of the current Management Committee.

PUNCTUALITY AND ATTENDANCE

- Choir members are expected to attend rehearsals whenever possible at the direction of the Artistic Director. Lack of attendance at rehearsals may prevent members from participating in performances.
- Members are expected to advise the Membership Officer 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 Artistic and Musical Directors during rehearsals and services/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 Artistic Director/s.

RESPECT AND BEHAVIOUR

- Each member has a duty of care to themselves and their peers and are expected to be an outstanding member of the choir and lead other singers by example with attendance, singing, and behaviour in rehearsals and services/concerts.
- Members will not partake in consuming alcoholic beverages when representing the choir at rehearsals or concerts.
- Members will follow the directions of the Artistic and Musical Directors, and/or choir management at all times and respect their decisions.
- Members are 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 should strive to be a positive role model to all other members of Barnsley Singers.
- 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 professional at all times, for example:
 - Only making physical contact with other choir members for professional reasons when this is necessary and appropriate for the choir member's wellbeing or safety.
 - Not behaving in a way that could lead a reasonable observer to question conduct, intentions or suitability to care for other people.
 - Not conducting themselves in an inappropriate way over social media platforms i.e. Facebook which is to the detriment of Barnsley Singers or may be deemed to constitute reputational risk to the organisation or its members.
 - Not developing inappropriate 'personal' or sexual relationships with choir members.
- Adults should discuss and/or take advice promptly from a senior member of staff about any incident which could give rise for concern. This would include reporting incidents to a member of the Management Committee to ensure that such situations can be handled promptly by the Management Committee in a sensitive way.
- A record should be kept of any such incident and of decisions made/further actions agreed.
- The Management Committee should be fully committed to safeguarding the welfare of all choir members by taking all reasonable steps to protect them from physical, sexual or emotional abuse.
- All adults should conduct themselves in a way that reflects the values of Barnsley Singers and meets the expected high professional standards.

DRESS CODE

- Members will adhere to the dress code, which is defined below.
- At all times members must be clean, well groomed, appropriately and neatly dressed.

PROPERTY

- All music, tapes, CD's and clothing issued to choir members remains the property of Barnsley Singers and are to be returned in good condition.

COMMUNICATION & MEDIA

- All issues relating to choir publicity or activity should be directed to the Management Committee.

REMUNERATION

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

BREACH OF CODE OF CONDUCT

- The Artistic 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.
- 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.

DISPUTE PROCEDURES

- After the review of any breach of the code of conduct, the Management Committee may consult with the member, counsel them as to the inappropriateness of the conduct and support them in making changes.
- Following 2 verbal warnings, if the choir member has made no appropriate change, then the Management Committee has the right to ask the member to leave the choir.
- If any member 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.

DRESS CODE

- Members of the choir are expected to present themselves for public performances in the uniform colours of Barnsley Singers which is smart black attire with a red accent. Examples are below, these are not exhaustive:

Concerts – Men

- Long sleeve / short sleeve black shirt with button-up collar
- Long black trousers
- Black closed-toe shoes and socks
- Red tie

Concerts - Women

- Black dress
- Black shirt or blouse:
- Black skirts or black trousers
- A full length black dress
- Black closed-toe shoes with black stockings or socks
- Red accent wear i.e. cardigan/jacket, scarf, accessories

Transparent materials, shorts, leggings, jeans or bare midriffs are not appropriate.

Rehearsals

Smart casual attire is appropriate, clothes are encouraged to be comfortable and breathable and should not have cause to offend / embarrass other members of the choir. Branded t-shirts may be provided for use by members at rehearsals and participation in promotional activities.

Dated: December 2016