**St George’ Singers CODE OF CONDUCT**

**PUNCTUALITY AND ATTENDANCE**

1. 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.
2. Members are expected to advise the Stage Manager of the Choir as soon as practicable if they are unable to attend performances.
3. Members are expected to be punctual in attending rehearsals / concerts for the benefit of all.

**CONTRIBUTION AT REHEARSALS**

1. Members should arrive focused and be willing to co-operate fully and respond to the direction provided by the Musical Director during rehearsals and services/concerts at all times.
2. 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.
3. Members should strive to understand the delicate balance between giving a strong musical lead and blending with other singers.

**RESPECT AND BEHAVIOUR**

1. Each member has a duty of care to themselves and their peers and is 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.
2. Members will not partake in consuming alcoholic beverages when representing the choir at rehearsals or concerts.
3. Members will follow the directions of the Musical Director, and/or choir Committee at all times and respect their decisions.
4. 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.
5. Members are expected to behave in a mature, respectful, safe, fair and considered manner.
6. 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.
7. Members should treat each other as equals and ensure that relationships with others are kept professional at all times, for example:
8. 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.
9. Not behaving in a way that could lead a reasonable observer to question conduct, intentions or suitability to care for other people.
10. Not conducting themselves in an inappropriate way over social media platforms i.e. Facebook which is to the detriment of St George's Singers or may be deemed to constitute reputational risk to the organisation or its members.
11. Members should discuss and/or take advice promptly from a Section Representative or any member of the committee about any incident which could give rise for concern.
12. A record should be kept of any such incident and of decisions made/further actions agreed.
13. The Committee is fully committed to safeguarding the welfare of all choir members by taking all reasonable steps to protect them from physical, sexual or emotional abuse.
14. All adults should conduct themselves in a way that reflects the values of St George's Singers and meets the expected high professional standards.

**Music**

1. All music issued to choir members should be returned promptly and in good condition. Late return of music to the Music Librarian may result in the Choir receiving fines from the lending organisation, and members should accept responsibility for incurring such fines and be pro-active in taking responsibility for paying such fines back to the Choir.

**COMMUNICATION & MEDIA**

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

**BREACH OF CODE OF CONDUCT**

1. The Music Director and/or Choir 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.
2. Breaches of the code of conduct will be reviewed by the Committee as soon as possible and appropriate action taken in accordance with dispute procedures.

**DISPUTE PROCEDURES**

1. After the review of any breach of the code of conduct, the Committee may consult with the member, counsel them as to the inappropriateness of the conduct and support them in making changes.
2. Following 2 verbal warnings, if the choir member has made no appropriate change, then the Committee has the right to ask the member to leave the choir.
3. If any member is unhappy with decisions made by the 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.
4. September 2019