

Chorister Behaviour Policy

1. Introduction

- a. Our Behaviour Policy is informed by Christian Values, which underpin every aspect of the community's life and work. These values are rooted in the teaching of Jesus Christ. Central to this behaviour policy are Jesus' words recorded in the seventh chapter of the Gospel of Matthew: "So in everything, do to others what you would have them do to you, for this sums up the law and the Prophets."
- b. We aim to promote, and expect, agreed standards of behaviour and self-control where individuals respect themselves and others.

2. Chorister Behaviour

- a. When a boy joins Gloucester Cathedral Choir he becomes a member of a unique team in which all members play an important part - regardless of age or experience. There is a Chorister Code of Conduct, shown below, which sets out the very high expectations which are required of a Gloucester Cathedral Chorister.

3. Code of Conduct - General Behaviour expectations

- a. Senior Choristers (from Year 7 upwards) should help Junior Choristers by being good role models
- b. Be respectful, well-mannered and courteous at all times to adults and to one another
- c. Listen carefully to instructions
- d. If you have a concern or a worry speak to an adult, but try to remember to choose an appropriate time to raise a serious issue; just before a service for example is not a good time, unless it is an emergency.

4. Code of Conduct - Specific Behaviour expectations

- a. Within the Cathedral and Cloisters
 - i. Walk sensibly and in pairs when in formation.
 - ii. Remain quiet.
 - iii. Be respectful of the sanctity of the Cathedral and the quiet spaces
 - iv. Be respectful of all visitors in the Cathedral. Remember that they visit the Cathedral with an expectation that they will be entering a quiet place of worship. Remember you are representing the Cathedral and are on show.
- b. In the Song School - Robing Area and Song Room
 - i. Quickly place your bag into the designated storage area to alleviate any bags becoming a trip hazard.
 - ii. Put your robe on quickly and sensibly - it shouldn't take long. Collect your music folder and make your way in the Song Room as soon as you are robed.
 - iii. Remember the Song School is for work - once inside get ready to start rehearsal and behave sensibly. Keep your hands and feet to yourself and be respectful of the other choristers and their property.
 - iv. Please respect the musical instruments, all furniture and pictures in the Song School; many of these are of historical interest.
 - v. Please treat all the music and the folders with respect. We are proud to have a comprehensive, well preserved music library and we want to leave everything in a good condition for future choristers.

- vi. Be helpful and pick up any surplices, hangers and name labels you see on the floor and hang them back in the cupboard.
- c. Rehearsals
 - i. Stand in your allocated space
 - ii. Listen to all announcements from the directing adult
 - iii. Try to keep your music in the correct order
 - iv. In rehearsals try your hardest to sing well and always try to improve by following instructions. Do not distract your colleagues at any time
- d. During preparation and dismissal of Services
 - i. Leave the Song School quietly to gather before each service starts
 - ii. There should be no talking at all from 5 minutes before each service until the end of the dismissal in the Song School.
 - iii. After dismissal remove your choir robes calmly and quietly and return them to the cupboard, then line up quietly ready to be signed out.
 - iv. Signing Out: The member of staff in charge of signing out after services will not release you until he/she can see your parent/carer.
- e. During the Service
 - i. Remember that as a cathedral chorister you are on show during services, whether you are singing, sitting or kneeling. The expectations of the general public are very high of your conduct in the services.
 - ii. Always stand straight and still with no fidgeting
 - iii. Concentrate on your singing, remembering that you are singing to help worshippers to feel nearer to God
 - iv. When you are not singing e.g. in readings and prayers you must sit or kneel silently and still.

5. Code of Conduct - Adult response

The behaviour of Cathedral Choristers is generally very good because they understand the importance of what they do. However occasionally some boys behave in a way that is not acceptable. When this happens the adults responsible will adopt the following course of action.

- a. The adults will try to discover the reason for the lapse in behaviour
- b. The adults will try immediately to restore good behaviour by finding positives or fair solutions.
- c. If necessary the adults will issue a warning, having first checked that the chorister understands that his behaviour is unacceptable.
- d. When time permits the adults will examine with the choristers' strategies for avoiding similar situations in the future.
- e. Really bad behaviour - immediate sanction

Parents will be informed of any sanction imposed by a member of the Music Department at collection; the sanction will be recorded on a note card, given to the parent.

6. Code of Conduct - Examples of unacceptable behaviour

- a. With the agreement of the choristers and under the direction of the Diocesan Director of Education, examples of unacceptable behaviour have been classified in 6 levels. Each level will have an appropriate sanction applied.

b. Examples of unacceptable behaviour (not exhaustive) - see Table below:

Stage 1 behaviours
<ul style="list-style-type: none"> • Not showing respect to the person talking to you. • Not being honest • Not listening to adults • Distracting yourself and others • Not looking after equipment • Not following instructions • Not putting effort into your singing • Messing with equipment (music, folders etc.) • Wasting time and being late deliberately • Talking during rehearsals and in the Cathedral
Stage 2 behaviours
If a child repeats their behaviour following a stage 1 warning, a stage 2 sanction will be imposed.
Stage 3 behaviours
<ul style="list-style-type: none"> • Bullying • Racism or any sort of prejudice • Speaking in a verbally aggressive manner • Swearing • Being deliberately unkind • Being physically aggressive • Refusing to sing • Preventing others from singing • Disrupting the singing environment • Taking things that do not belong to you • Missing singing lesson without a valid reason • Vandalism
Stage 4 behaviours
Stage 4 behaviours are either: <ul style="list-style-type: none"> • Stage 3 behaviours of a more severe nature • Or a lack of improvement following the issue of a Stage 3 sanction
Stage 5 behaviours
<ul style="list-style-type: none"> • Continual Stage 3 and Stage 4 behaviours • Behaviour that compromises chorister's own safety or well-being or that of their peers or adults • Physically assaulting an adult or child
Stage 6 behaviours
<ul style="list-style-type: none"> • Displays of extreme behaviour

7. Sanctions

a. Principles:

- i. Sanctions will be clear, simple and immediate
- ii. Sanctions will be recorded by the key witness of the Music Department staff within a log book.
- iii. They will be consistently applied with all choristers
- iv. There will be clarity and clear guidance of what constitutes inappropriate behaviour at each level of the sanction system
- v. The sanctions are separate from the reward systems
- vi. The sanctions reflect the age of the children involved

- vii. All adults participate in the application and enforcement of the sanctions
 - viii. Prior to any sanctions distracting/primary preventative strategies will be used to refocus choristers
 - ix. A verbal warning will be given prior to sanctions being issued
 - x. Parents will be informed of any sanction imposed by a member of the Music Department at collection; the sanction will be recorded on a note card, given to the parent.
 - xi. From Stage 2 sanctions onwards: Junior Chorister sanctions will be communicated to the Head of King's Junior School. Senior Chorister sanctions will be communicated to the Headmaster of King's School and copied to the Senior Deputy Head, King's School.
 - xii. In some circumstances Stages 3-5 sanctions may be used without choristers having had Stage 1 or Stage 2 sanctions depending on the behaviour displayed.
 - xiii. Where a stage 5 or 6 behaviour has occurred, the parents will be informed as soon as possible, and arrangements made for the child to be collected early. The Music Department will then investigate the behaviour before a decision is made and authorised by Chapter and the Director of Music.
- b. The sanctions used are:
- i. Stage 1 - the writing out of a short psalm during school break or lunchtime, as decided by the school
 - ii. Stage 2 - the writing out of a longer psalm during school break or lunchtime as decided by the school
 - iii. Stage 3 - choristers will lose the privilege of wearing their surplice during a service. The King's School would be informed immediately
 - iv. Stage 4 - choristers will lose the privilege of wearing their surplice during more than one service
 - v. Stage 5 - choristers will be suspended from the choir for a set period of time
 - vi. Stage 6 - for continuous or very serious breaches of the behaviour policy choristers can be expelled from the choir as identified in the Chorister agreement

8. Rewards

The work of all cathedral choristers is valuable and mostly excellent. Exceptional behaviour will be awarded thus:

- Probationers - probationer points and rewards
- Junior Choristers - the award of Junior Chorister of the Week, and honour of wearing their sponsorship medal whilst holding this award
- Senior Choristers - a record will be kept of instances of exceptional behaviour and considered in the award of end of year prizes

All queries should be addressed to Mr Partington.

Policy adopted by Chapter December 2018. This policy is subject to periodic review by Chapter.