

Cathedral Youth Choir 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 you join Gloucester Cathedral Youth Choir you become a member of a unique team in which all members play an important part - regardless of age or experience. There is a Code of Conduct, shown below, which sets out the very high expectations which are required of a Gloucester Cathedral Choristers.

3. Code of Conduct - General Behaviour expectations

- a. Senior Youth Choir Members should help new or younger members 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 from the Conductor, Cathedral Clergy and staff
- 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. Be respectful of the sanctity of the Cathedral and the quiet spaces
 - ii. 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. Place any personal belongings in an area away from walk through areas to alleviate any bags becoming a trip hazard.
 - ii. Collect your music folder and make your way in the Song Room (Mondays) / Quire (Thursdays) to start the rehearsal on time. Put your robe and surplice on quickly and sensibly at the appropriate time.
 - iii. Please respect the musical instruments, all furniture and pictures in the Song School; many of these are of historical interest.
 - iv. 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.
 - v. Be helpful and pick up any robes and surplices that might have fallen on the floor hang them back in the Youth Choir cupboard. The Mistress of the Robes and her team work very hard to ensure your vestments fit you, are clean and look smart.

- c. Rehearsals
 - i. Listen to all announcements from the directing adult
 - ii. Keep chatter to a minimum
 - iii. Mobile phones and devices should be switched off
 - iv. Try to keep your music in the correct order
 - v. In rehearsals try your hardest to sing well and always try to improve by following instructions.
 - vi. Do not distract your colleagues at any time
- d. During preparation and dismissal of Services
 - i. Leave the Song School quietly to gather in the North Transept before each service starts, speak quietly to one another whilst waiting
 - 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 and hang them back in the cupboard.
- e. During the Service
 - i. Remember that the Cathedral Youth Choir 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. When singing always stand straight and don't fidget
 - iii. Mobile phones and devices should be switched off
 - iv. Concentrate on your singing, remembering that you are singing to help worshippers to feel nearer to God
 - v. 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 Youth Choir is generally very good. However, occasionally some members 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 person understands that his/her behaviour is unacceptable.
- d. When time permits the adults will discuss the issue with the person and try to find a strategy for avoiding similar situations in the future.
- e. Really bad behaviour will result in an immediate sanction

Parents will be informed of any sanction imposed by a member of the Music Department by email from the Conductor after the service.

6. Code of Conduct - Examples of unacceptable behaviour

- a. With the agreement of the Youth Choir members 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
<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• Vandalism
Stage 3 behaviours
<ul style="list-style-type: none">• Continual Stage 1 and Stage 2 behaviours• Behaviour that compromises their own safety or well-being or that of their peers or adults• Physically assaulting an adult or young person• 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 across all members
- iv. There will be clarity and clear guidance of what constitutes inappropriate behaviour at each level of the sanction system
- v. The sanctions reflect the age of the Youth Choir membership and the volunteer status of membership
- vi. All adult staff participate in the application and enforcement of the sanctions
- vii. Prior to any sanctions distracting/primary preventative strategies will be used to refocus individuals
- viii. A verbal warning will be given prior to stage 2 or 3 sanctions being issued

- ix. Parents will be informed of any Stage 2 or 3 sanction imposed by a member of the Music Department by email from the Conductor after the service.
 - x. From Stage 2 sanctions onwards: The cathedral Director of Music and the Precentor will be informed.
 - xi. In some circumstances Stages 2 and 3 sanctions may be used without having had Stage 1 sanctions depending on the behaviour displayed.
 - xii. Where Stage 3 behaviour has occurred, the parents will be informed immediately, and arrangements made for the person to be taken away from the situation and into a safe and secure location whilst awaiting parental intervention. 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 - a verbal reprimand by the Conductor of the Youth Choir
 - ii. Stage 2 - a letter/email to parents advising them of the inappropriate behaviour and consideration by the Music Department of a suspension from the choir for a set period of time
 - iii. Stage 3 - for continuation of a Stage 2 occurrence or very serious breaches of the behaviour policy individuals can be expelled from the choir

8. Rewards

The attitude and work of all cathedral choristers is valuable and generally excellent. Exemplary behaviour will be noted and a record will be kept of specific instances and considered in the awards available at the end of year.

All queries should be addressed to Mr Partington.

This draft Policy discussed with Youth Choir members on Monday 16th September 2019. They were given 1 week to suggest any amendments. No submissions by 23rd September.

Adopted on..... This policy is subject to periodic review by Chapter.