

COTSWOLD YOUTH CHOIR RULES

1. SCOPE

- 1.1 This policy has been drawn up by the CNCS Committee ("Committee") and the Musical Director to ensure the safety and enjoyment of all participants in Cotswold Youth Choir ("YOUTH CHOIR") activities and events.
- 1.2 This policy applies to all participants of YOUTH CHOIR activities and events. All parents or guardians of participants under 18 years are required to read this policy and accept that it applies when enrolling their children.
- 1.3 All volunteers working for YOUTH CHOIR must familiarise themselves with this policy and apply it consistently.
- 1.4 The term "supervisor" means the Musical Director, Committee or Sub-Committee member, Pastoral Group volunteer or other nominated adult.

2. EXPECTATIONS

- 2.1 The expectation of good behaviour applies across all YOUTH CHOIR activity.
- 2.2 All participants of YOUTH CHOIR activities are expected to show courtesy, consideration, and respect for one another and for supervisors.
- 2.3 YOUTH CHOIR will not tolerate any behaviour intended to hurt, injure, threaten, frighten, or make fun of others.
- 2.4 Participants are responsible for their personal belongings. We respect one another's property, and venue property.
- 2.5 YOUTH CHOIR participants must not use or possess any banned/illegal items on YOUTH CHOIR events or rehearsals.

3. YOUTH CHOIR RULES

- 3.1 The following rules concern everyone's safety and well-being on YOUTH CHOIR activities:
 - Consumption/possession of alcohol, or illegal drugs, is not permitted.
 - Smoking or vaping is not allowed at events or rehearsals.
 - Any form of bullying is not tolerated.
 - Any misconduct by participants immediately before/after or during an event or rehearsal may result in them being suspended/excluded.
 - Participants should not leave an event or rehearsal without gaining permission from a supervisor in advance.

4. SANCTIONS

4.1 If necessary, YOUTH CHOIR will employ sanctions to ensure a supportive, safe and positive environment. When considering sanctions, the needs of the participant will be specifically considered and in the case of escalating behaviour there will be open and transparent communication with participants/parents of participants under the age of 18 years.

4.2 Examples of sanctions include:

- Verbal reprimands
- Time out
- Call home to parent/carer
- Suspension
- Exclusion

5. SUSPENSION AND EXCLUSION

5.1 The key purpose of a sanction is to educate participants to understand that choices and actions have consequences, to ensure that such behaviour is not repeated.

5.2 The participant (and their parent/carer if under 18) will always be presented with the evidence before a serious sanction (such as any form of suspension or exclusion) is applied.

5.3 There may be occasions when sanctions are perceived to be unfair, and participants have a right to express such concerns by contacting the CNCS Committee.

5.4 Examples of behaviour which could result in suspension or exclusion include:

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| • Assaulting another participant | • Any sexual misconduct |
| • Rudeness, foul language and deliberate malicious behaviour | • Leaving an event without permission |
| • Breaking of YOUTH CHOIR rules. | • Bringing a prohibited item to an event or rehearsal |
| • Bullying | • Discrimination against others. |
| • Theft | • Other behavioural issues deemed serious by a supervisor. |

6. SPECIAL EDUCATIONAL NEEDS OR DISABILITIES

- 6.1 Duties under the Equality Act 2010, include issues related to participants with Special Educational Needs or Disabilities (SEND) and how reasonable adjustments are made for these participants. However, engaging in arson, theft, sexual abuse, exhibitionism, or voyeurism occurring as a result of a disability is not protected under the Equality Act.
- 6.2 YOUTH CHOIR will engage with such participants, and their parents/guardians to create a needs assessment to be shared with supervisors and volunteers, so that all parties understand needs and support to enable participation in the YOUTH CHOIR.
- 6.3 YOUTH CHOIR recognises that certain situations may trigger unacceptable behaviour and supervisors would work with the child/young person to achieve the best outcome in such circumstances.

7. CHILD PROTECTION AND LIAISON WITH OTHER AGENCIES MANAGEMENT

- 7.1 Where behavioural issues give cause to suspect that a child or adult at risk is in need or is suffering/is likely to suffer significant harm, the Designated Safeguarding Lead will follow YOUTH CHOIR Safeguarding Policy/Procedures and report concerns on to relevant professional agencies. If it is safe to do so, YOUTH CHOIR will do this in liaison with parents/carers, unless there are child protection/adult at risk concerns which would indicate that this is not appropriate.

8. BANNED ITEMS

- 8.1 A participant will be suspended if a supervisor has reasonable grounds to suspect that the participant may have a banned item. Banned Items include knives and weapons, alcohol, illegal drugs, stolen items, tobacco/vapes, fireworks, pornographic images or any article that the supervisor reasonably suspects has been or is likely to be used to commit an offence, cause personal injury or damage to property.

9. BULLYING

- 9.1 YOUTH CHOIR recognizes that any form of bullying is unacceptable. All reported instances of bullying will be dealt with in accordance with the Youth Choir Policy on Bullying.

10. MONITORING AND REVIEW OF THE POLICY

- 10.1 This policy will be reviewed annually or sooner if a major incident dictates, or there is a change in legislation or statutory guidance.