

Safeguarding Policy

Perth Orchestral Society, operating as Perth Symphony Orchestra, is committed to ensuring safe environments for all involved and believe that it is always unacceptable for anyone to experience abuse of any kind. We recognise our responsibility to safeguard the welfare of all involved with the orchestra, by a commitment to recommend best practice which protects them. This policy applies to all members, the conductor, the leader, augmenters, volunteers and any other people who are involved with the orchestra.

We are not a children's charity and members are usually adults. The exception to that would be if the child is accompanied at all times by a parent/carer. There are occasions where groups of children are invited to be involved in a concert, in which case they are supervised by their own staff.

We recognise that:

- the welfare of those involved in the orchestra is paramount.
- everyone, regardless of age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender reassignment, sex or sexual orientation, has the right to equal protection from all types of harm or abuse, whether that be physical, psychological or defamatory.

The purpose of the policy:

- to provide protection for those involved in the orchestra.
- to provide everyone with an identifiable route through which concerns should be reported.

If you have concerns that you want to report:

- any member of the committee can be approached, either verbally or in writing.
- committee representatives will meet with the parties concerned and make a decision on the way forward, whether that be mediating between the parties, excluding the person who is creating the problem, or reporting to the appropriate authorities, after consultation with the full committee.

Guidance

You are urged to treat your fellow members with respect and politeness, avoiding anything that would bring the orchestra into disrepute.

Rehearsals:

Be willing to help set out chairs and stands and to put them away at the end.

Be ready to tune up before the rehearsal starts, allowing each section to tune up separately, without interruption.

There will, of course, be times when neighbouring musicians need to discuss how they can improve but, when the conductor is addressing the orchestra, even if it is another group of musicians, please aim to maintain silence.

Disrespect will not be tolerated but suggestions and open, constructive criticism are welcome.

We have obtained acoustic deflectors in order to protect hearing. Please assemble and place close behind your head, repackaging and returning to storage at the end of the rehearsal. If someone in front of you is using an acoustic deflector, it is better not to play directly into them, as your sound will bounce back to you.

Attendance:

Aim to attend every rehearsal but, if you are unable to attend, let somebody know and make sure that the music is there, if shared with others. Anyone who has not attended sufficient rehearsals will not participate in the concert.

Music: Parts should be marked only with soft pencil (4B is best). Folders and music should be returned by the date of the concert, so that hired parts can be returned promptly. Music used at the concert should be left on the stands for collection.

Concerts:

Concert dress, unless otherwise announced, is either all black, including black leg-coverings and shoes OR black dinner suit (or black jacket and trousers) with white shirt and black bow tie.

In most venues, there will be changing rooms.

Players should follow all instructions regarding access to the building; at Perth Concert Hall, musicians should enter and leave via the stage entrance.

Chairs and stands are provided, but you should attend sufficiently early to ensure that your chair and stand are in the ideal position, and, for those using the acoustic deflectors, that you allow enough time to position prior to the rehearsal commencing. At the end of the concert, acoustic deflectors should be returned to their packaging, ready for transportation.