

SWINDON YOUNG MUSICIANS

Swindon Young Musicians is a music club that allows children and young people from the ages of 3 years up to 19 years, the opportunity to participate in community bands, ensembles, groups and orchestras. It is organised and administered by Swindon Borough Council's Music Service in partnership with the Friends of Swindon Young Musicians Charitable Association and Pertemps.

The Rock School is also an integral part of Swindon Young Musicians club. Attendance is through a membership fee for all, with occasional extra costs for specialist types of groups.

All activities are considered vocational and recreational and Swindon Young Musicians is not considered an 'educational establishment'.

Purpose

The purpose of Swindon Young Musicians is to:

- Enhance musical skills;
- Build team spirit and enhance teamwork;
- To assist with creating community cohesion;
- Encourage personalised development;
- Extend and develop musical knowledge.

Members

- All members receive equal opportunities;
- No barriers or restrictions to access or progression exit;
- Most Beginner/Junior groups/ensembles require very little music experience and no audition is required;
- At senior level (including both Junior and Senior Rock Band places) entrance is by audition;
- All auditions are transparent and equitable;
- Communication is open and fair.

It is the view that all activities should allow for fairness and each individual is given adequate information to assist with their decision-making.

Progression

The main emphasis on progression is either by an adult Music Supervisor/Leader, or by the young members themselves.

Most groups and ensemble (including Junior Rock School) concentrates on a large amount of supervision, leading to some smaller groups (Including Senior Rock School) encouraging the more advanced youth members to make their own musical decisions but still receiving dedicated adult supervision both formally and informally. This process encourages self-discipline and self-motivation.

Goals

Activities do not follow a set syllabus. The primary aim is to allow young musicians the opportunity to make music together and to perform. The overall responsibility for the smooth running of Swindon Young Musicians rests with the Director of the Music Service, with delegated responsibilities to:

- Head of Junior SYM
- Head of Senior SYM
- Head of Junior & Senior Rock School

Performances

One of the integral components of Swindon Young Musicians is that of performance and socialising and will include as a minimum:

- At least two major public performances yearly (with many opportunities for individual groups, ensembles, bands and orchestras to perform within the local community and beyond;
- Ad hoc opportunities in the community through partnership arrangements;
- Workshops and National performance opportunities.

Staffing

Staffing levels are adjusted from time to time to allow flexibility to meet the demands of the young members.

Supervisory Music Staff are contracted through a Contract for Services or by PAYE (depending on their own preference and circumstances) by Pertemps. Pertemps is an agency working in partnership with Swindon Borough Council's Music Service and Friends of Swindon Young Musicians Charitable Association.

Voluntary staff are generally members from the local community and, in many cases, are the parents / guardians of the young members. All staff are required to hold a current enhanced Criminal Records Bureau (CRB) check.

Funding

The funding is gained through parents / guardians paying a membership fee on behalf of the children and young people. Swindon Borough Council (through its Music Service) and the Friends of Swindon Young Musicians Charitable Association will jointly meet any subsidy as required. A remissions policy is also in place and can be accessed by parents / guardians to enable the programme to be all-inclusive.

Equipment

Most equipment is provided by the young members owning or hiring their own instruments. Swindon Borough Council will provide the larger more expensive equipment. It is important to stress that all equipment and additional materials used at the activities are supplied by the Specialist Music Supervisors/Leaders.

Audition

If an audition is required, they are carried out frequently at convenient times by the Head of Rock School or Head of Senior SYM.

Certain tenants should be followed whenever an audition is given:

- Applicants should be treated professionally and with respect;
- Feedback should be given following the audition that is constructive, helpful and pleasant in nature;
- Instructions and questions should be clear;

- Explanations should be readily given when requested;
- Questions should be restricted to appropriate professional questioning;
- Applicants should be informed of the procedure during the audition;
- The rights of the applicant must be upheld by all staff;
- All successful applicants should be given a copy of this policy document.

Health & Safety

The responsibility for security of all activities and engagements rests with the Director, Swindon Music Service and is delegated to:

- Head of Senior SYM
- Head of Junior SYM
- Head of Rock School

All Specialist Music Supervisors/Leaders are made aware of their responsibility for Health & Safety requirements as well as ensuring good practice is passed on to all young members through their activities.

All physical resources must be insured and regularly PAT tested as required, at the expense of the owner before being allowed to be used at specific activities.

A risk assessment is to be kept up to date and adjusted as the need arises. Swindon Borough Council's Health & Safety team will facilitate all Health & Safety training.

Any issues and resolutions of Health & Safety policies and procedures are to be sanctioned by Swindon Borough Council's Health & Safety team.

Security

The Director of Swindon Young Musicians is ultimately responsible for security at activities and he/she delegates the day to day function of security to:

- Head of Senior SYM
- Head of Junior SYM
- Head of Rock School

A few general considerations are:

- All equipment must be kept locked away in a secure store when not in use;
- Young members must be supervised at all times (sometimes remotely for older members).

Members' Forum

Swindon Young Musicians will be setting up a members' forum to allow them to 'have a voice'. One member of staff will attend to allow them to express their views to the staff.

P R CLARK

Director Swindon Young Musicians

1st November 2008