



WEST COAST YOUTH ORCHESTRA®

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## WEST COAST YOUTH ORCHESTRA®

Postal Address: WCYO, P.O. Box 58, Hopefield, 7355

Email: [info@wcyo.org.za](mailto:info@wcyo.org.za)

Website: [www.wcyo.org.za](http://www.wcyo.org.za)

Board of Directors: Carina Brown • Zamilé Khuzwayo • Marion Cole

• Lize Brown • Alida Fransman

## WCYO™ SAFETY DOCUMENT

### YOUR SAFETY AT WCYO

You and family are our number one priority, your safety and wellbeing is paramount to the organisation.

WCYO respects that your parents/guardians have primary responsibility for your care. Our Child Safe Guidelines and procedures recognise this role and call on parents and guardians to communicate proactively and honestly with us about issues and concerns.

WCYO is a Non Profit Company registered with the Department of Social Development and follows the guidelines the Non-profit Organisations Act 71 of 1997.

In the eyes of the law you are:

- A child if you are under 16 years
- A young person if you are 16 and 17 years of age
- An adult if you are over 18

### WCYO MUSICIAN RULES

Outlined below are the rules you are always expected to behave by when at rehearsals, concerts, on tour or any time you can be identified as a member of WCYO.

### PROFESSIONALISM AND COMMITMENT

- WCYO encourage all participants to behave as a professional orchestra member would behave. This means:
- Having a level of integrity and courtesy in what you do;
- Showing respect to your fellow orchestra members, conductors, tutors and audiences
- Showing respect to the organisation which supports the orchestra.

### SAFE BEHAVIOUR

WCYO is an organisation which recognises and encourages talent and wishes to ensure that all participants feel safe and supported in their learning.

### PARTICIPANTS IN WCYO PROGRAMMES WILL NOT:

- Discriminate or vilify on the grounds of anyone's race, colour, gender, sexual orientation, language, religion, social origin, political or other opinion and/or disability.

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Programme Manager: D'mitri Linnerd: +27 76 742 8431

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- Cause, instruct, induce, incite, aid or permit any hatred toward, show serious contempt for or severely ridicule either by means of physical harm (threaten and/ actual) to their fellow participants or other person contacted to the programme.
- Intimidate, bully, cyber-bully or victimise fellow participants or other people connected to the programme.
- Touch, film or take photographs of other participants without the participants or participants parents or guardians' consent.
- Use words or actions (both overt and covert) that are directed towards another and intended to harm, distress, coerce or cause fear.
- Yell, name-call, insult, use derogatory comments, physically interact with intention to annoy or harm or use all form of violence.

## **STANDARDS OF BEHAVIOUR**

WCYO expects all participants to:

- Protect and promote the positive reputation of West Coast Youth Orchestra;
- Perform all their duties to the best of their ability with honesty and care;
- Treat others as they would expect to be treated
- Show compassion and empathy when dealing with anyone facing a challenging situation.
- Protect the privacy of their colleagues
- Maintain confidentiality about the business of the organisation & not disclose unauthorized or inappropriate information in any public arena, including Facebook, Twitter or any other online forum
- Understand that their behaviour in and out of the orchestra can have a direct impact for the WCYO and the reputation, marketing ability or commercial appeal & viability of any concert or other event with which WCYO is involved
- Be aware that, to keep WCYO contributions as low as possible & provide scholarships WCYO depends on sponsorship and philanthropy. At times they may asked to meet and/or perform for donors and sponsors. WCYO will ensure that they are fully informed for these events and in return ask that as a participant of WCYO they are always positive ambassadors for the organisations.
- Abide by reasonable instructions, organisational policies, Workplace Health and Safety Regulations and common law.

WCYO has a zero tolerance policy towards the abuse of drugs and alcohol.

All participants must comply with the rules of at any venue at which the orchestras' may be rehearsing or performing.

WCYO, in consultation with the relevant conductor(s) and staff has the discretion to deal with any breaches of this code in an appropriate manner and may impose disciplinary measures such as the exclusion from the orchestra for any programme, event or activity on a short-term or permanent basis. If a participant is excluded from any programme, event or activity there will be no refund of participation contributions.

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