



La La Choirs

## Code of Conduct – 2025

La La Choirs is built on joy, community, and kindness. We are proud to offer a space where people come together through music, feel safe, seen, and uplifted. This Code of Conduct exists to support that ethos and ensure every member has a positive experience.

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### 1. Respect and Inclusion

- Treat all choir members, staff, volunteers, and guests with respect, kindness, and dignity.
- La La Choirs has zero tolerance for discrimination, harassment, or bullying of any kind. This includes based on age, gender, race, disability, religion, sexual orientation, or any other protected characteristic.
- We expect all members to help create an environment that is inclusive, welcoming, and free from judgement.

### 2. Participation and Attendance

- Be punctual and present. Arrive on time for rehearsals, performances, and events.
- Let your choir leader know in advance if you will be absent when possible.
- Come prepared – bring any necessary materials (e.g., sheet music, water, warm clothing if needed).

### 3. Behaviour During Rehearsals and Performances

- Listen actively and avoid speaking over the choir leader or other members.
- Refrain from using phones during rehearsals unless necessary.
- Avoid any behaviour that disrupts the learning or enjoyment of others.

### 4. Communication and Social Media

- Use respectful, inclusive language in all choir-related communications.
- Online platforms (e.g., WhatsApp, Facebook, emails) used for choir purposes must reflect La La's values.
- Do not share inappropriate, offensive, or overly negative content.
- Respect the privacy of fellow members – do not share anyone's contact details or personal information without consent.

### 5. External Activities, Group Chats, and Social Gatherings

- Any gathering, group chat, or social event involving two or more choir members that could be linked to La La Choirs Ltd is considered an extension of our community.
- These spaces are expected to reflect La La Choirs' values of kindness, respect, and inclusion.
- Organisers and participants share responsibility for ensuring the tone and content of these groups is appropriate.
- La La Choirs reserves the right to act on any behaviour in these settings that causes harm or brings the organisation into disrepute.

## **6. Conflict and Concerns**

- If you experience or witness behaviour that feels inappropriate or upsetting, please speak to your Samantha Abrahams directly.
- Concerns will be treated with sensitivity and taken seriously.
- Where necessary, La La Choirs may follow a formal process, which could include mediation, warnings, or other disciplinary action.

## **7. Health and Wellbeing**

- Please do not attend rehearsals if you are unwell or experiencing symptoms of flu, COVID-19, or similar illness.
- Respect the physical space and wellbeing of others – avoid unnecessary physical contact.
- If you attend with a carer or support person, they remain responsible for your wellbeing.

## **8. Representing La La Choirs**

- When attending performances, workshops, or events, you are representing La La Choirs.
- Conduct yourself in a way that positively reflects our values and community spirit.
- Be respectful of venues, organisers, and audiences.

## **9. Consequences of Breach**

- Any breach of this Code of Conduct may lead to informal or formal action.
- Actions may include verbal reminders, written warnings, temporary suspension, or cancellation of membership.
- Decisions will be made in line with La La Choirs' values and with fairness and compassion.

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We are all responsible for the environment we create. Thank you for bringing your voice, your presence, and your respect to La La Choirs.

*For any concerns or queries, please contact Samantha Abrahams*