

The Devon Youth Orchestras Association Inclusion Policy.

The Devon Youth Orchestras are open to any pupil resident in Devon who has achieved the necessary standard of musical ability and who wishes to perform jazz with the orchestras. The selection of members is carried out by the Director and Tutors.

Disability: The Association will take all reasonable practicable steps to assist pupils with a disability, who have the necessary musical ability, in participating in the Orchestras.

Financial Hardship: The Association will also support financially pupils who would otherwise not attend because of financial hardship. The normal requirement is for the member to receive free school meals, however other situations will be considered by the Board of Trustees on a case by case basis. If granted, support will include all or part of any fees, support with transport costs and provision of instrument hire through DMS. The Association will set aside a sum of money each year for this purpose. (See Financial Policy)

Inclusion Trustee: The Inclusion Trustee will work with parents, potential members, and the Director to analyse specific needs and difficulties. He/She will also present the cases for financial or other support to the Board for deliberation. Any difficulties that parents or members have should be brought to the attention of the Director and Inclusion Trustee, who will aim to respond constructively by the time of the next Gathering Day.

Working with Parents:

Parents are asked to talk at an early stage with the Director and Inclusion Trustee, and to help the Association work out how best to help. As with all members, disabled or not, the Association is dependent on parents for support with many tasks and the transport of members of the orchestras. If care with hygiene or of an intimate nature is required, parents will be asked to provide this. Likewise with the taking of medication, unless the parent indicates in writing that the member can manage their own.

Premises:

The current rehearsal venue in Hay House, University of Exeter is well equipped and has disabled access and facilities. Performance venues vary considerably, and whenever practicable, a disabled member will have their needs catered for, including arrangements for a parent or helper to attend.

Confidentiality:

All communications about personal matters by parents or orchestra members with the Director, Conductors, Tutors and Trustees are confidential. If the Association wishes to seek support from other organisations, or funding bodies, the parent/guardian's and the member's consent must be obtained first.

Complaints: Any complaints under this policy should be addressed to the Chair of the Board of Trustees who will respond within 40 days in term time. It should be noted that the Association is not normally active in school holidays.

Review: Annually by Board of Trustees

Draft1 5.3.12. Peter Lee