**Section Leader and Player Protocol**

Key details

* Policy prepared by: Music Committee
* Approved by Board/committee on: 01/11/23
* Next review date: 31/10/26

## Expectation of Members

CPO is a members’ orchestra. While we do not audition for membership, the Orchestra is committed to maintaining the highest possible standards in our public performances. It is therefore expected of members to attend rehearsals and practise the music in order to be able to perform it at an appropriate level in our concerts. Members should, therefore, ensure their rehearsal attendance and playing standards continue to meet these expectations.

## Principals and Players of Individual Parts

Players of individual parts play vital roles in establishing the basic foundation of rhythms and notes upon which to build the rehearsals, and therefore should be able to sight read most of our normal repertoire, with particularly difficult passages sorted soon after. As such, Principals and players of individual parts have particular responsibility to ensure they attend rehearsals and are able to play the music. They are therefore appointed in accordance with the *Selection of Principals Policy* (below).

Section Principals shall undertake section administration; desking, in consultation with leader and conductors as appropriate; finding extra players, (though this role may be delegated) and ensuring there are adequate copies of bowed music for performance and practice purposes. Desk rotation is encouraged to achieve strength throughout the section.

String Section Principals should also informally assess potential new members by, for example, asking a more experienced player to sit next to them and report back. Should the Principal judge a potential new member is not ready for membership, he/she should liaise with the Chair of the Music Committee and Chair of the Society.

## Selection of Principals

The selection process shall start as soon as a Leader or Section Principal announces their departure/retirement.

The Music Committee will oversee the vacancy process, and will nominate a member (to be agreed by the Main Committee) to act as Vacancy Coordinator. The Vacancy Coordinator should not be from the vacant section, and will normally be a member of the Music Committee.

The Vacancy coordinator will consult the section, Music Committee, Society Chair, and conductors to determine the scope for the search (i.e. whether or not to seek applicants outside the Society’s membership)

The Society will invite applications and recommendations for the vacant position.

The Music Committee will discuss the applications and recommend whether one or more applicants should be offered a trial, and the duration of the trial periods.

After the trial period of all candidates, the Vacancy Coordinator will solicit feedback from members of the relevant section(s) and Conductor(s), and then report to the Music Committee. The Music Committee will make a recommendation to the Society Chair.

The Society welcomes requests to lead a concert from existing violin membership. Requests should be made to the Chair of the Music Committee, for consideration by the Music Committee. If agreed, leadership will be offered subject to the approval of the Chair of the Society, the concert Conductor and the Artistic Advisor. It is envisaged that the current policy of rotating the Leadership will continue.

The Society is committed as part of its mission as a charity to provide opportunities to develop young talent. The Society maintains close links with national conservatoires in order to provide solo performance and guest leadership opportunities. The Society also welcomes membership applications from younger players. Prospective players under the age of 18 should refer to the Safeguarding Policy.

The Society Chair will make the final decision whether or not to accept the recommendation of the Music Committee, or to seek further advice from the Main Committee or Conductors.

Once a decision to appoint has been made, the Society Chair will write formally to the successful applicant. The Vacancy Coordinator will inform any unsuccessful candidate, offering feedback and an opportunity to speak to a Professional Advisor.

## Maintenance of Quality

It is recognised that from time to time there may be situations in which the contribution of a member consistently falls below the level of performance expected to the detriment of concert quality, and the effectiveness and enjoyment of rehearsals.

Concerns about individual members could be raised by, for example, conductor(s) or Section Principals. Measures to remedy this situation will be discussed by the Music Committee. These discussions shall be reported to the CPO Chairman for agreement to any proposed resolution of the problem, after speaking to the Member, or offering the Member an opportunity to speak to a professional advisor. Resolution may include (but is not limited to) retirement, playing only in selected rehearsals or concerts, or any other remedy deemed to be appropriate.