

HELENSBURGH ORCHESTRAL SOCIETY

MEMBERSHIP POLICY AND PROCEDURE

Why do we need such a formal procedure for accepting new members?

- To make sure we follow the overall objectives of HOS
- To provide clarity to both recruiters and potential new members
- To be consistent, fair, and follow equality principles

Guiding principles

HOS is firmly based in the community (although not limited to Helensburgh itself). As a group we enjoy rehearsing and performing a range of the orchestral repertoire and we aim for a high standard, enjoying conductors and soloists of good standing.

For this reason we have for many years asked prospective members to have achieved a standard comparable to at least Grade 5 in their instrument. We don't audition but instead we have a probation period before granting formal membership.

Procedure

1. When we receive an enquiry from a prospective new member we ask them to consult the secretary in the first instance.
2. We also encourage current members to recruit, but they should also check with the secretary before issuing any invitations.
3. The secretary will confirm whether there is a vacancy. If not, we do not operate a waiting list, but we will offer to keep contact details on file for an agreed period. Any such information will be managed in accordance with our GDPR policy.
4. If there is a vacancy the secretary will consult the conductor, leader and section leader and invite the candidate to a mutually convenient rehearsal.
5. Afterwards, the secretary will consult again before inviting the candidate to a trial period (usually up to and including the next concert).
6. The aim of the trial period is to assess whether the candidate is likely to make, or develop to make, a positive contribution to rehearsals and performance.
7. No membership fee is payable during a trial period.
8. The secretary will also keep the librarian informed so that they can ensure there is sufficient music available.
9. After the agreed trial period the secretary will confirm with the conductor, leader and section leader whether to offer membership, and proceed accordingly, notifying the Treasurer.
10. The president should also be kept informed throughout but will only intervene if there are differing views.

Endorsed and adopted by the Committee on 22.10.24

Due for review: three yearly - October 2027