

MORLAND CHORISTERS CAMP POLICIES

EQUAL OPPORTUNITIES AND ACCESS

The Camp, seeing all people as of value and made in the image of God, aims to provide equality of opportunity regardless of age, gender reassignment, disability (incl. appearance), race, religion or belief, or sexual orientation (subject to observance of Camp's musical and pastoral policies)

MUSICAL & PASTORAL POLICIES

Some of Camp's 'musical and pastoral policies' are set out in formal documents or articulated in publicity material or elsewhere. Others are implicit, having become enshrined in Camp practice over the years. For convenience, some matters for consideration in staff or chorister selection are set out here.

- a) The Camp was originally designed primarily for boys and girls who are members of church or school choirs. Now that there are so few church choirs and so little singing in schools, the aim now is to give an opportunity for any youngster to discover the joys of choral singing.
- b) To operate well, Camp needs a core of people who have been before. This is especially important in that the Camp has virtually no purpose-built facilities, relying instead on setting up facilities from scratch each year or adapting those designed for other purposes.
- c) The primary age range is 9/10 to 17. Camp aims for an even distribution over the 9/10 to 15 age range, with numbers starting to taper off at the 'Junior Leader' stage (age 16/17). Adult choristers are needed, in controlled numbers, to help look after the children and support Camp generally. An even male/female mix of choristers overall is the broad aim, though preferably with some bias towards boys at the younger end.
- d) A central aspect of the pastoral success of Camp is the 'group' concept - choristers being divided into groups, each with a team of c.6 boys and a team of c.6 girls. To maximise the social and disciplinary benefits of the group structure, a team should ideally eat and sleep together (boys sleeping in tents and girls in the Village Hall).
- e) There are practical limits on numbers - feeding facilities, space in church, etc. For new applicants in the core 9-17 age range, acceptance is not based on ability; but, for the older choristers who have been before (and for all those aged 18+) acceptance needs to be based more on merit.
- f) Staff selection needs to ensure some fresh blood but a high proportion of staff with experience of Camp. A combination of musical, medical and pastoral skills and experience is needed. Separate teams of male and female pastoral staff are required.

APPLICATIONS FROM INDIVIDUALS FROM A NON-CHRISTIAN CULTURE

Camp aims to follow, in broad terms, the approach generally adopted by Church of England schools, which contain significant numbers of children from non-CofE backgrounds (Muslim etc). The suggested approach is:

- a) **Overall:** Applicants from non-Christian cultures should be viewed, like those from any Christian denomination, as 'self-selecting', in that all applicants to Camp are expected to ensure:
 - that they are aware of what will be required of them at Camp; and
 - that they are happy to enter into the activities and spirit of Camp on that basis.
- b) **Receiving Communion:** Communion is offered to communicant members of Christian denominations who are in good standing with their own Church. Non-communicant members of Christian denominations are invited to receive a Blessing at the Altar, and this invitation would be extended to members of any culture if they wished to receive a Blessing in the name of the Father, Son and Holy Spirit.
- c) **Reciting the Creed:** All members of Camp are expected to say (or sing, if so required) the Creed in public services, as part of their role in leading the worship.
- d) **Diet:** Different cultures have different dietary requirements. In most cases, however, a vegetarian diet is acceptable in place of any meat or fish dishes that might be considered inappropriate.

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ACCESS

1. It is our hope that anyone with special needs can be included in the Camp and all its activities.
2. We keep an open mind about who can come and how they can manage. We aim not to prejudge, knowing that the person and their parents know far better than we do what is and is not possible.
3. We ask that special needs are declared as far in advance as possible, so that we can clarify any requirements and do what needs to be done to ensure the person's health, safety and, (as far as possible) enjoyment of, the sessions.
4. If there prove to be limitations which our staff feel they cannot overcome, then further discussions with the person and/or his/her parents will occur with a view to finding solutions.
5. Ultimately it must be in the discretion of the Camp staff and trustees whether an individual can be permitted (for their own safety, or for the health and safety of others in our care) to join – or continue in – the Camp, but it is sincerely hoped that we will never have to admit defeat, and that all matters relating to special needs can be taken in our stride.