



## **MEMBERS' CHARTER**

### **THE IVORS ACADEMY**

#### **WHO WE ARE**

The Ivors Academy\* is the UK's independent professional association for music creators. We are a community of diverse, talented songwriters and composers across all styles. Their talent creates the music that the world loves.

#### **OUR AIMS AND OBJECTIVES**

- to campaign as a leading force in the domestic, European and international political arenas
- to cultivate a sense of community amongst British composers and songwriters
- to celebrate through world-class awards ceremonies – the Ivor Novello Awards (IVORs) and the Ivors Composer Awards (ICAs)
- to inform our members in a constantly changing environment, through our website, publications and seminars

#### **OUR MISSION AND VALUES**

We are united in our belief in the power of music and the brilliance of its creators. Our strategy is built on our fundamental purpose of representing these composers and songwriters, and protecting their rights so that they can continue to create their art.

##### **Our Mission**

To support, protect and celebrate music creators in the UK.

##### **Our Values**

Our values permeate all we do, and everything we do is driven towards achieving our goals.

##### *Inclusive*

Since our beginnings, our membership has broadened in many ways, and will continue to. We make room for new genres to grow alongside established ones, and support creators from the start of their career to the top.

##### *Generous*

In spirit, with our time, with our experience. Ours is a community with a strong familial bond and collaborative ethos. We welcome new members with open arms, and love seeing all our creators succeed.

### *Focused*

Our members are part of a wider industry of talented people. We are driven and determined to continue to strive for their rights and skills to be recognised, and to create an environment where they can continue to thrive.

### *Proud*

We take great pride in our work and our role as representatives of our members and their art. We love what we do and recognise the responsibility to do it well.

As champions of music creators, we have three pillars of activity: celebrating, campaigning and cultivating.

### *Campaigning*

We campaign together nationally and internationally to ensure that the rights of our members are protected, now and tomorrow.

### *Celebrating*

Through our awards – The Ivors and The Ivors Composer Awards – we recognise the power and brilliance of music creators.

### *Cultivating*

We deliver a programme of events and resources for our members to share their insights and expertise, and continue to develop their craft, collaborate with one another, and find new sources of inspiration.

## **THE IVORS ACADEMY'S COMMITMENT TO YOU**

We will provide services to the highest possible standard within the resources available, endeavouring to be consistent, flexible, authoritative, efficient and up to date.

We will be open in our dealings with members, associates, partners and one another.

Within their respective membership categories, we will treat all members equally. We will consult members as widely as possible, when appropriate.

We will listen to members and welcome their feedback, ideas, and suggestions.

We will work together with our members, with parallel organisations and with those who represent the interests of our sector in order to achieve the best results.

We are committed to providing members with a reliable, friendly and efficient service. When contacted, we will try to respond clearly and consistently, within a reasonable time scale.

If our performance is below expectation, we want to know how we have under-achieved. We will respect our members' views and endeavour to resolve any dissatisfaction. In the event that this is not possible, we will refer the issue to the Board of Directors.

## **YOUR COMMITMENT TO THE IVORS ACADEMY**

When you join The Ivors Academy, you become a member of a community of music writers. The Ivors Academy asks you to:

- act in the best interests of The Ivors Academy and uphold the integrity of our profession
- respect our staff and be considerate in the demands you make on our services and staff time
- maintain confidentiality when requested.

We also hope that you will:

- support the strategy to recruit new members
- contribute to and take part in The Ivors Academy seminars and other events
- share your experience and expertise with other members
- if eligible, participate in the effective governance of The Ivors Academy by seeking election to the Senate or to the Board.

## **SERVING AS A DIRECTOR OR SENATOR**

When our members are elected or appointed within The Ivors Academy, they will be given an induction and offered help to understand the scope of their responsibilities.

## **REMOVAL FROM MEMBERSHIP**

The Board has the power to remove individuals from membership if there is compelling reason, but the member has the right to be heard before this happens.

## **REVIEW**

We will strive to maintain the standards set out in the Members' Charter. The Board will review the effectiveness of the Members' Charter annually and consider changes as a result of that review.

*\*The Ivors Academy of Music Creators is the trading name of the British Academy of Songwriters, Composers and Authors (BASCA).*