

1. MEMBERS' CHARTER

The Ivors Academy¹

WHO WE ARE

The Ivors Academy is the leading voice for songwriters and composers. We exist to ensure that songwriters and composers receive fair compensation for their work, are fully respected within the industry, and have access to the resources and opportunities they need to succeed. Through advocacy, campaigning, and community engagement, The Ivors Academy protects, empowers and champions the songwriters and composers who originate all the value in music.

OUR MISSION

To be the most value-driven partner to authors, composers and songwriters.

OUR VALUES

- **Protect:** We are committed to safeguarding the rights of songwriters and composers, advocating for fair treatment, compensation and recognition. We lobby government and industry stakeholders to ensure the legal and financial security of songwriters and composers.
- **Empower:** We equip our members with the tools, knowledge, and opportunities needed to thrive in the music industry. Whether navigating contract negotiations, sync deals, or self-publishing, we ensure our members have the support to succeed creatively and professionally.
- **Champion:** The Ivors Academy celebrates the craft and excellence of songwriting and composition. We honour the achievements of songwriters and composers through globally renowned award ceremonies including The Ivors with Amazon Music and The Ivors Classical Awards, raising their profiles and amplifying their impact. We recognise champions of music creators through The Ivors Academy Honours.

OUR COMMITMENTS TO OUR MEMBERS

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 each another.
- 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.
- We will fairly and promptly respond to, and address wherever possible, behaviours and actions that fall short of those expected of members

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.

MEMBERS' COMMITMENTS TO THE ACADEMY

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

We ask that you:

¹ The British Academy of Songwriters Composers and Authors trading as The Ivors Academy

- act in the best interests of the 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
- uphold the principles and standards of behaviour that are expected of members

Principles and Standards of Behaviour

As a member of the Academy, you commit to upholding and demonstrating the following principles and standards of behaviour:

- **Professionalism** - your passion and love for music is also your profession so you must act with professionalism when you work and collaborate with others
- **Respect** – when you work, create with others and represent the industry, you must do so with care and respect
- **Do No Harm** – you are free to speak your mind and express yourself but you must not cause harm or incite violence when we do
- **Speak Up** – you must speak up and call out behaviours that fall short of these principles and standards of behaviour. You must do so safely and of your own free will. Do not allow those around you who feel they cannot speak up to suffer in silence. Be an ally
- **Safety First** – create an environment and engage in discussions that are safe for all creatives, free from harassment, microaggressions, bullying, harm, tokenism, gaslighting, intimidation and exploitation
- **Integrity** – act with integrity and always try to do the right thing for yourself, those you work with and support.
- **Fairness** – be creative and conduct business in a fair and professional manner. Do not exploit others and promote equal opportunities and access to all

We also hope that you will:

- help to recruit new members
- contribute to and take part in Academy activities and events as you are able to
- share your experience and expertise with other members
- if eligible, participate in the effective governance of the Academy by seeking election to the Senate and Ivors Academy Board, or joining other groups.

SERVING ON THE BOARD AND SENATE

When our members are elected or appointed to any of the governing bodies within the 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 OF THE MEMBERS' CHARTER

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

This Members' Charter is reviewed on an annual basis by the Ethics Committee, Senate and Board of Directors of the Ivors Academy.

Date approved by Ivors Academy Board: 05.02.25

Next review due: 25.01.2026