

Manifesto for British Orchestras



The MU works on its members' behalf to ensure the success of the orchestras who recognise and invest in their most valuable asset: the musicians. It is proud to represent the musicians in our cherished cultural institution: the orchestra.



The ABO's mission is to enable and support an innovative, collaborative and sustainable orchestral sector. It exists to provide advice, support, intelligence and information to the people who make British orchestras a global success.

The MU and ABO have created a joint manifesto for British Orchestras which we invite orchestras to sign up to.

My orchestra...

1. Aims to perform to the highest artistic standards for the widest possible audience
2. Knows that its most valuable asset for achieving this aim is its musicians.
3. Will recognise our musicians' professionalism and compensate them fairly for their part in the diverse programmes we put on.
4. Recognises that being the best that we can be can take its physical and mental toll, and takes seriously our responsibility for our musicians' health and well-being.
5. Encourages the creative input of our musicians into strategies for innovation and audience engagement.
6. Will provide a working environment through which our musicians can sustain a long career and retire with dignity.
7. Opposes all forms of discrimination harassment and bullying and encourages equal treatment of musicians. Will sign up to the MU/ISM joint statement on Dignity at Work and make everyone in our organisation is aware of our policies on bullying and harassment.
8. Will work on strategies to make our workforce more reflective of the communities we serve.
9. Will provide the ABO and MU with evidence which supports their arguments for maintaining and increasing public funding for orchestras, with the aim of ensuring fair pay for our musicians.
10. Will support the ABO and the MU in their development of joint initiatives that will benefit musicians and management alike.

Signed on behalf of (ORCHESTRA)

By Position

Signed on behalf of the MU by (GENERAL SECRETARY)

Signed on behalf of the ABO by Date

