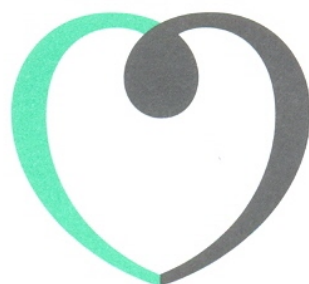


HEALTHY  
ORCHESTRA  
TRAINING  
WORKSHOPS  
2006



the  
**healthy**  
orchestra

WORKSHOP RESOURCE PACK

# TRAINING WORKSHOP I

WEDNESDAY 19 APRIL 2006, ROYAL ALBERT HALL, LONDON



## Workshop Overview

The first in the series of Healthy Orchestra Charter workshops was attended by representatives from 30 member orchestras, conservatoires and associated organisations. The subject of the workshop was the emotional health of orchestral players and their management.

**Aaron Williamon** *Head of the Centre for the Study of Music Performance, Royal College of Music* gave an overview of his work on student health and wellbeing and outlined some implications for education, training and professional development. Aaron is the Research Fellow in Psychology of Music at the Royal College of Music where he heads the Centre for the Study of Music Performance (CSMP). He also holds a research fellowship in the Faculty of Medicine at Imperial College London. Aaron's research focuses on music cognition, expert performance and (in particular) applied psychological and health-related initiatives that enable musicians to perform at their peak. His recent book, 'Musical Excellence', is published by Oxford University Press. It draws together the findings of initiatives from across the arts and sciences, with the aim of offering musicians new perspectives and practical guidance for enhancing performance and managing performance-related stress. In addition, Aaron is interested in how audiences perceive and evaluate music performances and, in 1998, was awarded the Hickman Prize by the Society for Education, Music and Psychology Research (SEMPRE) for his work on this topic. He has performed as a trumpeter in chamber and symphony orchestras, brass bands and brass quintets in both Europe and North America.  
[www.csmp.rcm.ac.uk](http://www.csmp.rcm.ac.uk) [see presentation 'Aaron Williamon']

**Paul Russell** *Director, SMART Treatment* spoke about drug and alcohol abuse amongst performing musicians and outlined the different methods of treating substance addiction. Paul has worked as a psychotherapist for over 12 years in the public sector and for the past six years in the private sector and with the British Association for Performing Arts Medicine (BAPAM). He has worked with students, actors from stage and television, players from British orchestras as well as musicians from the pop world. Paul is also a cognitive behavioural therapist. His work is collaborative and solution focused, and he works with clients to help develop the skills needed to manage the underlying issues that are often self-medicated with drugs (including beta blockers) and alcohol. [www.eurodetox.com](http://www.eurodetox.com)

**Andy Evans** *Director, Arts Psychology Consultants* spoke about burnout, stress and depression in orchestral players. Andy trained at the Royal Academy of Music and worked as a professional musician until his mid-thirties. He then studied psychology in Oslo, Paris and London, with the aim of starting a specialist practice for treating people in the arts and media. Andy founded Arts Psychology Consultants in 1988, and this remains the leading arts and media psychology consultancy in the UK. Having worked in private practice with performers since 1988, Andy has built up a knowledge base in performance psychology, giving musicians, actors, singers and dancers the equivalent of sport psychology. The fundamentals of this - peak performance, motivation, managing performance anxiety, dealing with success and failure, burnout, handling celebrity and the media - are expressed in his books, the latest being 'Secrets of Performing Confidence' (A&C Black 2004). Andy is known particularly for his work in treating stage fright in performers, from actors and musicians to anyone who has to perform in front of an audience. Coming from a performance background, he is well placed to understand and work with all aspects of artists' careers and help them maximise their potential. Andy lectures on performance at both Kingston University and Thames Valley University (where he designed the new MA course in Performance and Media Health). He broadcasts frequently on a variety of subjects connected with the arts and media, and also contributes to newspapers and magazines. [www.performanceandmedia.com](http://www.performanceandmedia.com) [see presentation 'Andy Evans']

# TRAINING WORKSHOP 2

WEDNESDAY 17 MAY 2006, LSO ST LUKE'S, LONDON



## Workshop Overview

The second in the series of Healthy Orchestra Charter workshops was attended by representatives from 24 member orchestras, conservatoires and associated organisations. The subject of the workshop was the physical health of orchestral players and their management.

**Dr Penny Wright** is a trained GP and spoke about the range of physical problems she routinely sees through her work with the British Association for Performing Arts Medicine (BAPAM), with whom she has been involved for over 20 years. She has held regular clinics at BAPAM's offices in central London for many years, assessing performing artists with a wide variety of performance-related medical problems. Penny is also the Honorary Secretary of the Association of Medical Advisors to British Orchestras (AMABO), an offshoot of BAPAM providing independent medical advisors to most of the major British orchestras. She has lectured on injury-prevention and healthy practice at both the Guildhall School of Music & Drama and Trinity College of Music, and is currently engaged in several health educational projects aimed at music students. [www.bapam.org.uk](http://www.bapam.org.uk) [see presentation 'Penny Wright']

**Diane Revelle's** interest in complementary therapy grew when her daughter was suffering from severe eczema and she was researching the various remedies and treatments that were available. She noticed that stress would make her daughter's symptoms much worse, and she became increasingly aware of the importance of helping her daughter to feel happy and calm. The more Diane studied, the more obvious it became to her that we all need to strive to stay happy and calm in order to really enjoy a healthy and fulfilling life. This led her to massage, and to healing aromatic essential oils and Diane believes that in combination these can prove to be immensely effective at treating many stress related disorders of modern day life. At her practice on the Southbank, Diane works regularly with performing artists including orchestral players, actors and television personalities, and during the workshop demonstrated some of the massage techniques that she uses to treat musculoskeletal problems. [www.riversidetherapies.co.uk](http://www.riversidetherapies.co.uk)

The **British Association for Performing Arts Medicine** (BAPAM) is a registered charity that provides health services for full and part-time professional and student performing artists. BAPAM's services include: free confidential clinics in London, Manchester and Glasgow providing in-depth medical assessments by specialist practitioners (GPs, rheumatologists, physiotherapists, counsellors, acupuncturists etc.); a helpline providing advice and information on medical issues to performing artists; a Directory of Practitioners listing a wide range of conventional and complementary practitioners who have experience in working with performing artists and may provide their services at a reduced rate; injury prevention and health awareness training for performers and students; performing arts medicine training for health practitioners; the AMABO (Association of Medical Advisors to British Orchestras) scheme providing independent medical advice to orchestral Musicians; research into the health problems affecting performers, for example noise induced hearing loss in orchestral musicians. [www.bapam.org.uk](http://www.bapam.org.uk)

# TRAINING WORKSHOP 3

WEDNESDAY 21 JUNE 2006, WIGMORE HALL, LONDON



## Workshop Overview

The third and final session in the series of Healthy Orchestra Charter workshops was attended by representatives from 31 member orchestras, conservatoires and associated organisations. The subject of the workshop was the legal requirements of orchestral players and management in relation to health and safety and speakers covered noise legislation, absenteeism from work, the Disability Discrimination Act and areas of new legislation for orchestral management to watch out for.

**Alison Wright Reid *Health & Safety Consultant*** outlined the current noise legislation, the key changes due to be implemented in April 2008 and consequently the steps that orchestras should be taking to ensure that they comply with the new regulations. Alison is a freelance consultant, qualified in occupational hygiene, acoustics, health and safety, and management. She has worked in the field of health and safety for over 20 years and became involved with orchestral noise risks in the early 90s, while working for the BBC. She is the author of the publication 'A Sound Ear' (ABO, 2001) exploring the issue of noise-induced hearing damage amongst orchestral musicians, copies of which can be purchased from the ABO office. [www.hse.gov.uk/noise](http://www.hse.gov.uk/noise) [see presentation 'Wright Reid']

**Susan Thomas *Solicitor*, Charles Russell** gave a comprehensive summary of how to deal with short and long-term absenteeism from work, and highlighted aspects of the Disability Discrimination Act that orchestral managers need to be particularly aware of. Susan qualified as a solicitor in 2005 and has practical experience of working in-house, spending three months on secondment to Cable & Wireless where she worked with the legal and HR team. She primarily advises employers on all aspects of contentious and non-contentious employment law across a broad range of sectors. Susan is also a member of the immigration team advising regularly on all aspects of corporate immigration. [www.charlesrussell.co.uk](http://www.charlesrussell.co.uk) [see presentation 'Susan Thomas']

**Nick Williams *Head of Health and Safety, Royal Opera House*** gave an insight into health and safety practices at the Royal Opera House and outlined some of the policies and procedures recently put in place. Nick trained as an engineer before specialising in health and safety and has previously worked in consultancy, construction and the airline industry. He is a member of the HSE Working Group on Noise in Entertainment and the British Safety Council Quality Assurance Committee. [www.hse.gov.uk/stress](http://www.hse.gov.uk/stress) [see presentation 'Nick Williams']

## Further resources

### Acas Equality Service

*Advice and consultancy services on diversity in employment*

Tel: 08457 47 47 47

[www.acas.co.uk](http://www.acas.co.uk)

### Action on Smoking and Health (ASH)

102 Clifton Street, London EC2A 4HW

Tel: 020 7739 5902

[www.ash.org.uk](http://www.ash.org.uk)

### Alcohol Concern

Workplace Advisory Service, Waterbridge House, 32-36 Loman Street, London SE1 OEE

Tel: 020 7928 7377, email: [contact@alcoholconcern.org.uk](mailto:contact@alcoholconcern.org.uk)

[www.alcoholconcern.org.uk](http://www.alcoholconcern.org.uk)

### Alexander Technique

*A comprehensive guide to Alexander Technique resources worldwide*

[www.alexandertechnique.com](http://www.alexandertechnique.com)

### ASH, Scotland

8 Frederick Street, Edinburgh EH2 2HB

Tel: 0131 225 4725, email: [ashscotland@ashscotland.org.uk](mailto:ashscotland@ashscotland.org.uk)

[www.ashscotland.org.uk](http://www.ashscotland.org.uk)

### ASH in Wales

374 Cowbridge Road East, Canton, Cardiff CF5 1GY

Tel: 029 2064 1101

### Association of British Orchestras

20 Rupert Street, London W1D 6DF

Tel: 020 7287 0333, Fax 020 7287 0444, email: [info@abo.org.uk](mailto:info@abo.org.uk)

[www.abo.org.uk](http://www.abo.org.uk)

### Body Control Pilates

*Recognised leaders of the Pilates method in the UK and experience of working with orchestral musicians*

Body Control Pilates, 6 Langley Street London WC2H 9JA

Tel: 020 7379 3734 Fax: 020 7379 7551, email: [info@bodycontrol.co.uk](mailto:info@bodycontrol.co.uk)

[www.bodycontrol.co.uk](http://www.bodycontrol.co.uk)

### British Association for Performing Arts Medicine (BAPAM)

4th Floor, Totara Park House, 34 - 36 Grays Inn Road, London WC1X 8HR

Helpline: 020 7404 8444, email: [admin@bapam.org.uk](mailto:admin@bapam.org.uk)

[www.bapam.org.uk](http://www.bapam.org.uk)

### British Association for Counselling and Psychotherapy

1 Regent Place, Rugby, Warwickshire CV21 2PJ

Tel: 0870 443 5252, email: [bacp@bacp.co.uk](mailto:bacp@bacp.co.uk)

[www.counselling.co.uk](http://www.counselling.co.uk)

**British Tinnitus Association**

Ground Floor, Unit 5, Acorn Business Park, Woodseats Close, Sheffield S8 0TB  
Tel: 0800 018 0527 Fax: 0114 258 2279, email: [info@tinnitus.org.uk](mailto:info@tinnitus.org.uk)  
[www.tinnitus.org.uk](http://www.tinnitus.org.uk)

**Department of Health**

Richmond House, 79 Whitehall, London SW1A 2NS  
Tel: Publications unit on 08701 555455  
[www.dh.gov.uk](http://www.dh.gov.uk)

**Department of Trade and Industry**

*Wide range of information on workplace issues*  
[www.dti.gov.uk](http://www.dti.gov.uk)

**Disability Rights Commission**

*Providing information and advice to disabled people and employers about their rights and duties*  
Tel 08457 622 633  
[www.drc.org.uk](http://www.drc.org.uk)

**Drugscope**

32-36 Loman Street, London SE1 0EE  
Tel: 020 7928 1211 Information Library 0207 922 8623, email: [info@drugscope.org.uk](mailto:info@drugscope.org.uk)  
[www.drugscope.org.uk](http://www.drugscope.org.uk)

**Employment Medical Advisory Service**

(see the 'Health and Safety Executive' entry in local telephone directories) or visit [www.guide-information.org.uk](http://www.guide-information.org.uk)

**Equality Direct**

*A confidential helpline service on all aspects of equality in the workplace*  
Tel: 0845 600 3444  
[www.equalitydirect.org.uk](http://www.equalitydirect.org.uk)

**Equal Opportunities Commission**

*Working to eliminate sex discrimination*  
Tel: 08456 015 901  
[www.eoc.org.uk](http://www.eoc.org.uk)

**Equity**

Guild House, Upper St Martins Lane, London WC2H 9EG  
Tel: 020 7379 6000 Fax: 020 7379 7001, email: [info@equity.org.uk](mailto:info@equity.org.uk)  
[www.equity.org.uk](http://www.equity.org.uk)

**First Assist**

*A leading provider of Employee Assistance Programmes and counselling services throughout the United Kingdom and abroad*  
First Assist Group Ltd., Wheatfield Way, Hinckley, Leicestershire LE10 1YG  
Tel: 020 8763 3405, email: [advice.services@firstassist.co.uk](mailto:advice.services@firstassist.co.uk)  
[www.firstassist.co.uk](http://www.firstassist.co.uk)

**Focus Scotland Alcohol**

166 Buchanan Street, Glasgow G1 2LW

Tel: 0141 572 6700 Fax: 0141 333 1606, email: [enquiries@alcohol-focus-scotland.org.uk](mailto:enquiries@alcohol-focus-scotland.org.uk)

[www.alcohol-focus-scotland.org.uk](http://www.alcohol-focus-scotland.org.uk)

**Health Development Agency**

Holborn Gate, 330 High Holborn, London WC1V 7BA

Tel: 020 7067 5800

[www.hda-online.org.uk](http://www.hda-online.org.uk)

**Health and Safety Executive**

Information Services, Caerphilly Business Park, Caerphilly CF83 3GG

HSE Infoline: 0845 345 055

HSE priced and free publications are available by mail order from HSE Books. PO Box 1999, Sudbury, Suffolk, CO10 2WA.

Tel: 01787 881165 Fax: 01787 313995, email: [hseinfoservices@natbrit.com](mailto:hseinfoservices@natbrit.com)

[www.hsebooks.co.uk](http://www.hsebooks.co.uk)

[www.hse.gov.uk](http://www.hse.gov.uk)

**Institute of Alcohol Studies**

Alliance House, 12 Caxton Street, London SW1H 0QS

Tel: 020 7222 4001/5880, email: [info@ias.org.uk](mailto:info@ias.org.uk)

**Musicians Benevolent Fund**

16 Ogle Street, London W1W 6JA

Tel: 020 7636 4481 Fax: 020 7637 4307, email: [info@mbf.org.uk](mailto:info@mbf.org.uk)

[www.mbf.org.uk](http://www.mbf.org.uk)

**Musicians Union**

*Can facilitate inexpensive hearing tests and have a range of Healthy & Safety information sheets and Members Medical Helpline (available only to members)*

[www.musiciansunion.org.uk](http://www.musiciansunion.org.uk)

**Re-Solv**

30A High Street, Stone, Staffs ST15 8AW

Tel: 01785 817885 Freephone helpline 0800 776600, email: [information@resolv.org](mailto:information@resolv.org)

[www.re-solv.org](http://www.re-solv.org)