

## Strategic Plan for Inclusion, Diversity, Equity and Access

April 2025

### Inclusion Policy:

Leicestershire Music is committed to deliver an inclusive and welcoming environment for Music Education, performances, training, and developing opportunities to all where anyone can positively explore their musical talents and passion safely.

- **Accessibility:** We are committed to ensure our programs, facilities, performances and resources are accessible and meaningful. We will consider the spaces we work in, the resources and teaching strategies we use, and pricing of offers to make sure **Leicestershire Music** is sustainable and set a legacy for quality music experiences and education.
- **Special Educational Needs and Disabilities (SEND):** We are dedicated to supporting all learners in ways which work for the individual by listening to need. We will provide opportunities for SEND learners to thrive by offering resources, staff training and access to relevant experts.
- **Non-Discrimination:** We believe in treating everyone with respect, kindness, and fairness. We do not tolerate discrimination.
- **Continuous Improvement:** We actively embrace feedback to identify and remove barriers to inclusion. If you have ideas on how we can do better, we're here to listen and make changes. Your voice matters to us.

### Please contact our Inclusion Leads:

Robin Grace and Craig Thurlow

[LMinclusion@leics.gov.uk](mailto:LMinclusion@leics.gov.uk)

This Policy is delivered through an **Action Plan** which is updated and reviewed annually.

## **Leicestershire Music's promise to you:**

### **1. Equal Access :**

We provide music opportunities that are accessible to everyone, we want you to feel comfortable and welcome in our performances, classes, workshops, groups and spaces.

### **2. Welcoming SEND Participants :**

We understand that many individuals have additional challenges when accessing music opportunities, and we're committed to removing those barriers. Music is for everyone; we will ensure that all participants can take part in our music programs without limitation. We will work to make the adjustments needed, for you feel comfortable and included.

### **3. Celebrating Diversity :**

We are committed to representing and celebrating all music and music makers. We will support teachers and students to be their best and thrive. We will provide opportunities to celebrate cultural heritages and embrace opportunities to collaborate and innovate.

### **4. Diverse and Inclusive Team:**

Our team is made up of individuals who are working to a shared vision and goal. We are committed to training and developing staff to reflect the diversity of our community and who are passionate about our values.

### **5. Zero Tolerance for Discrimination:**

Discrimination based on race, gender, disability, age, sexual orientation, or any other protected characteristic has no place in our communities. We're here to support you and celebrate your individuality.