

## EDI AND UNIVERSITY MUSIC – AN INCLUSIVE ENVIRONMENT

University Music fosters a welcoming, friendly environment, and we expect Members to treat others with dignity, respect, and kindness. We want our Members to feel empowered and supported to challenge exclusionary and discriminatory behaviour in supporting this aim.

We welcome students from all disciplines, as well as staff, and community members to take part in our rehearsals and performances.

### Our approach to planning and programming:

- **Clear commitment to diverse programming:** When developing our activities we will seek opportunities to work with a diverse range of communities, composers, and artists across a range of genres and styles.
- **Representation in repertoire:** Our selection of repertoire will include music from Global Majority composers, composers with disabilities/neurodiverse composers and arrangers, and will be gender-inclusive, where possible.
- We welcome musicians who may require **reasonable adjustments**. Reasonable adjustments may be requested for a variety of reasons or require diagnosis – please remember that not all conditions warranting reasonable adjustments are visible – and University Music is committed to supporting all members.
- Our rehearsals and concerts will take place in **accessible spaces** – for both members and audiences.
- Our dress codes and rehearsal language will be **non-gendered**.
- **Inclusion beyond Western classical traditions:** We will run ensembles and provide resources for ensembles that sit outside of the Western classical tradition, and which engage members from a variety of cultural backgrounds. This currently includes South Asian Ensemble, Gospel Choir, Chinese Traditional Ensemble (Chamber Music).
- **Marketing representation:** We will ensure that our marketing materials include musicians from the Global Majority, has a gender-balance and includes those with disabilities when possible. We will endeavour to include Global Majority students on our marketing stalls for Open Days and Offer Holder Days and highlight our non-Western classical ensembles at Open Days.
- **Community engagement and consultation:** We will listen to our members, co-create programmes with community partners, and build long-term relationships rather than one-off projects.
- We do not tolerate discriminatory, harassing, or exclusionary behaviour.

This policy will be upheld by the University Music Committee, University Music and Concerts Team, our team of freelance conductors and coaches, and by University Music Members. Any questions relating to this policy can be reported to the Head of University Music and Concerts. Our Committee also has two representatives connected to EDI (Health and Wellbeing Representative; Equality and Diversity Representative) who can be approached for informal discussion.

This policy will be reviewed annually in a committee meeting and on an on-going basis by the University Music Leadership Team.

Specific objectives relating to EDI will form part of the University Music Strategy (which is reviewed on a 3- year cycle).

This policy is effective from 29 April 2026 and was last updated on 29 April 2026. It is reviewed when necessary and at regular intervals. Any changes will be published here.