

**Sinfonia Smith Square
Diversity, Equity and Inclusion
DELIVERY ACTION PLAN ON OUR POLICY STATEMENT**

The context of our DEI (Diversity, Equity and Inclusion) action plan is to uphold the principles of our DEI Policy in a way that reflects us as an organisation. Our plan will champion our values and support our mission & vision, internally and externally, so that our DEI principles are at the core of our brand identity.

SINFONIA SMITH SQUARE – BRAND SUMMARY

Vision: A beacon for the future of classical music

Our vision is to transform lives through the universal power of music, to inspire young artists, to engage with world class performers, to provide innovative educational and community programmes and to support exciting cultural initiatives for the enjoyment of the widest possible audiences.

Mission: Community of opportunity

- To nurture the next generation of professional musicians through the Fellowship programme
 - To be a magnet for worldclass artists and ensembles who will present a wide range of exceptional performances and inspire and collaborate with Fellowship musicians
 - To be a catalyst for education and community engagement
- To restore and safeguard our iconic home, in the heart of Westminster, optimising its cultural and economic potential through our talented and dedicated team

Values: what we value most

Nurturing talent – we encourage and nurture young artists, equipping them for their musical journey
Aiming for excellence – we aim for the highest standards in artistic, ethical and commercial integrity
Trailblazing – we are courageous, take risks and challenge convention
Enterprising and nimble – we create and embrace opportunities which support our mission and business objectives

Through our DEI Action Plan, Sinfonia Smith Square is committing to:

1. REACHING, ENGAGING, INCLUDING, AND INSPIRING DIVERSE VOICES, ARTISTS, AND AUDIENCES

- **We are a global orchestra made up of emerging talent from around the world.** As such, we commit to representing as diverse a range of ethnicities, nationalities, and socio-economic backgrounds within our orchestra as possible.
We will reach these musicians by making the opportunity to audition for the fellowship orchestra visible to as many young musicians as possible (not just musicians from UK Conservatoires); we will hold an annual online *Demystifying the Audition Process* talk to remove unknowns around the audition and application process, and give potential applicants the opportunity to ask any questions before they apply; we will have an annual presence at freshers fayres so that young musicians know we are an option for their next step in their careers; we will work closely with our partners (such as *Black Lives in Music*) to reach a wider pool of potential applicants; and we will build strong musical foundations in the schools & music hubs we work with so that a lack of school music provision is not a barrier to any child wishing to take music further. Furthermore, to ensure a transparent and fair audition process we will audition at home and abroad; we will be flexible in our approach to application submissions; and we will commit to blind shortlisting to remove any opportunity for conscious or unconscious bias.

- **We will collate and publish data on the diversity of our orchestra and visiting artists** in order to track our progress and hold ourselves accountable to change.
- **We will actively seek-out out soloists, conductors, composers, and new commissions from a range of backgrounds to work with us each year across all of our fellowship and outreach output.**
This will enable us to work with a wider range of people, in turn inspiring new audiences and keeping classical music relevant for the next generation.
- **We will create a Pathway Scheme for musicians who need extra support in order to join our Fellowship, particularly for underrepresented musicians.**
This will ensure the pipeline into our orchestra is not limited to those who have the resources and means to make it there themselves, thus creating a more diverse pool of potential applicants for our orchestra and ensuring the future of classic music is secure & representative.
- **Our home is in the heart of Westminster. We will strive to ensure that our audiences are representative of the local community in which we are based:**
50% female
45% ethnically diverse, including migrant groups who are marginalized within society
16% disabled
32% non-UK nationality
(statistics are taken from the Westminster Census 2021)
We will do this by engaging with our local community, asking them what they want to see reflected in their concert hall (particularly from those groups we are currently not reaching with our offer); programme a broad range of music and events; and offer a welcoming space in our concert hall and crypt, enabling a lifetime of uplifting musical experiences for all.

2. STRUCTURING THE ORGANISATION TO ERADICATE ALL FORMS OF DISCRIMINATION AND PREJUDICE

- **We will diversify our board to ensure a variety of voices and lived experiences is represented at the very top of our organisation.** This means actively recruiting a range of ethnicities, genders, nationalities, social-economic backgrounds, and marginalised groups, to represent our values and inform our decision making.
- **We will make sure that all staff, players, and trustees receive DEI training on an annual basis,** especially in case of challenging situations during public performances. This will empower staff, players, and trustees to recognise prejudices (conscious or not) and advocate for change.
- **We will include our DEI Policy Statement on hire documents and ask hirers to sign that they understand our position on diversity and inclusion.** This will allow us to position ourselves as a beacon for the future of classical music and build upon the artistic legacy and potential of Smith Square, not only in our own promotion concerts and events, but also through those of our hirers who determine their own programming in our venue.
- **We will create an internal process for discussing and reporting challenging interactions or concerns** (whether internally or in a public situation), to be included in the staff handbook. This will give staff the tools and confidence to confront offensive or inappropriate behaviour.

3. BECOMING A BEACON FOR INCLUSION, IMPLEMENTING AND EXEMPLIFYING A BETTER WAY OF WORKING IN THE ARTS INDUSTRY FROM GRASSROOTS UP

- **We will share our work and collaborate with other organisations to accelerate progress for the industry.** We will do this by sharing our challenges and progress related to increasing diversity in programming, orchestras, and audiences with others trying to drive progress for the industry. We will collect and publish data on the diversity of our orchestra, applicants, and Sinfonia Smith Square programming, to encourage transparency and accountability for all. We will do this by sharing updates on the DEI page of our website, and update this regularly.
- **We will work with state-funded schools/music education centres each year to supplement their music provision and equip young people with a broad musical education.** As part of this we will focus on schools in areas of deprivation or need, in order to make material measurable difference to the lives of the students at the school.
- **We will broaden our programming offer at Sinfonia Smith Square to create a more diverse range of events in our concert hall and crypt.** This includes events such as jazz nights, free performances & events, relaxed performances, and family events. This will help foster an inclusive environment in our venue, so there is something for everyone and everyone feels included, represented, and welcome.
- We recognise our musicians' potential and our responsibility to maximise their unique position as emerging talent in the industry and as role models to both younger musicians and those already established in the profession. Through scheduling a broad programme of workshops and partnerships for each of our annual fellowships, we will enable them to challenge the status quo and advocate for the industry.

4. PROGRAMMING UNDERREPRESENTED VOICES IN MUSIC

- **To offer artistic excellence within our programming means showcasing the best talent from around the world and from all areas of society.** We will actively seek out opportunities to programme underrepresented composers, conductors, and soloists to ensure a diverse concert season each year. We will make sure that not only is this the case on our main concert platform, but also in our Crypt events and outreach work too. This will not only ensure we have the best possible programme but will also ensure the events on offer throughout our building appeal to as many people as possible and allow audiences from all walks of life to see themselves represented in our events, and in turn feel welcome in our home.
- To ensure this is true not only in our own orchestra and venue programming, but also that of our hirers, we will offer hirers with assistance on how to programme more diverse music (through, for example, our panel talk on diverse programming) and signpost organisations or resources to help.

5. INCREASING ORGANISATIONAL AWARENESS OF BARRIERS FACING MUSICIANS AND AUDIENCES FROM ETHNIC MINORITY BACKGROUNDS – AND CO-CREATING OPPORTUNITIES TO REDUCE THESE BARRIERS

- **We will hold regular internal talks/workshops with partners such as *Black Lives in Music*,** so that our staff and orchestra can understand the experiences of others in the industry and how they might be in a position to affect change.
- We will ensure all new members of staff are presented with our DEI policy and invited to attend monthly DEI working group.

- We will regularly invite members of the fellowship and alumni to meetings with staff to share their experiences of the industry. This will help us to help them and help us to understand how they perceive the current position of the music industry, and what they would like it to become.
 - We will seek insight from our audience members and friends around how we can design more inclusive experiences. We will do this through inviting them to share their experiences in surveys and interviews.
- 6. INCREASING ORGANISATION AWARENESS OF BARRIERS FACING MUSICIANS AND AUDIENCES WITH DISABILITIES AND NEURODIVERSITY – AND CO-CREATING OPPORTUNITIES TO REDUCE THESE BARRIERS**
- **We will forge partnerships with disability led organisations** such as Paraorchestra, NOYO, and Attitude is Everything, and work together on increasing disability diversity within our orchestra and audiences.
 - We will ensure all new members of staff are presented with our DEI policy and invited to attend monthly DEI working group.
 - We will include a **BSL interpreter** at Sinfonia Smith Square concerts and outreach performances where possible. We will also offer to signpost hirers to BSL interpreters in our hire pack and highlight this opportunity when discussing their events with them.
 - **We will investigate movement and access around Smith Square Hall** and how this can be improved to be welcoming to disabled musicians and audiences.
- 7. INCREASING ORGANISATION AWARENESS OF BARRIERS FACING MUSICIANS AND AUDIENCES FROM LOW-INCOME BACKGROUNDS – AND CO-CREATING OPPORTUNITIES TO REDUCE THESE BARRIERS**
- **We will work with Social Prescribing** to ensure those usually less able to attend concerts feel welcome at Smith Square Hall.
 - **We will hold regular internal talks/workshops with partners running state-funded music education programmes** so that our staff and orchestra understand the landscape of music provision at the moment, and what we can do to help.
- 8. EFFECTING WIDER SOCIAL CHANGE THAT RECOGNISES THE REALITY OF DIVERSITY AND MATCHES IT IN OUR INSTITUTIONS**
- **We will equip Sinfonia Smith Square musicians with the skills needed to be confident in going out into the industry and affecting change** through regular DEI training, including training on language and how to manage challenging situations.
 - **We will go out into our local communities and ask for regular feedback about what we are offering and what people would like to see more of.**
 - We will capitalize on our position in Westminster and links with the Parliament Choir to **lobby the government for the importance of music education.**