



## **ACCESS AND PARTICIPATION STATEMENT**

### **EQUALITY & DIVERSITY**

The Institute of Contemporary Music Performance (ICMP) is committed to developing an inclusive and supportive environment for students and staff where all are able to participate and where everyone has the opportunity to fulfil their potential. This commitment applies to all aspects of academic provision and business process including, but not limited to, programme development, student recruitment and admissions, learning and teaching, assessment, advertisements, recruitment, induction, pay, conditions of service, staff development, change management, promotions, grievance and disciplinary procedures, course development. Our commitment to equality and diversity underpins ICMP's Strategic Plan, our Learning, Teaching and Assessment Strategy, and operational planning at all levels. The key principles that underpin ICMP's policies are as follows:

- ICMP respects difference and is committed to ensuring that there is equal opportunity for all regardless of gender, age, race, disability, marital or civil partnership status, pregnancy, maternity & paternity, gender re-assignment, religion or belief or sexual orientation.
- ICMP is committed to providing education and training to meet the aspirations of as many as possible of those whom it deems to have the ability and motivation to benefit.
- ICMP will not discriminate unfairly on the grounds of gender, age, race, disability, marital or civil partnership status, pregnancy, maternity or paternity, gender reassignment, religion or belief or sexual orientation.
- ICMP is committed to removing unfair and discriminatory practices in all contexts and at all levels and, as a result, to encouraging full contribution from its diverse community.
- ICMP is committed to actively opposing all forms of discrimination and calls on all members of its community to make a similar personal commitment.
- ICMP believes that all its students, employees and visitors are entitled to be treated with dignity and, as such, that discriminatory behaviour will not be tolerated.
- ICMP will make reasonable adjustments for students and staff in accordance with identified needs wherever possible within the statutory criteria.

A number of activities within ICMP are specifically configured to promote and operationalise our commitment to equality and diversity. These include:

- Learning, Teaching and Assessment
- Student Learning Support
- Scholarships, bursaries and financial aid
- Outreach activities
- Careers and Employability
- Charitable support

## **LEARNING, TEACHING AND ASSESSMENT**

ICMP's approach to learning, teaching and assessment is driven by our LTA Strategy. This is built around our commitment to providing an inclusive education offer that allows all students to achieve their potential, and to access the full range of opportunities ICMP offers. The Strategy is framed by the 'Attributes of the ICMP Teacher', to which all lecturers and tutors must subscribe and demonstrate competence. At the heart of these Attributes is a commitment to inclusive teaching and learning that respects and celebrates the diversity of society and our student community. Assessment design and processes ensure that all students have an equal opportunity to succeed and to demonstrate their achievements through a range of assessment modes.

## **STUDENT LEARNING SUPPORT**

ICMP is committed to actively promoting equality of opportunity ensuring that all students reach their learning potential and achieve success on an appropriate course of study. This means that applicants and students who have disabilities or a specific learning difficulty may be entitled to receive support to enable them to participate as fully as possible in college life and to enable them to complete their programme of study successfully.

ICMP seeks to actively promote inclusive practices and encourages students to disclose information regarding additional needs as early as possible in the application process in order for support planning and provision to be most effective. Students can disclose their needs confidentially at any stage of the student life cycle.

Related Institute policies and procedures are:

- Equality & Diversity
- Disability
- Student Mental Health

You can expect:

- Clear and accessible information regarding the ICMP's provision for students with disabilities.
- The opportunity to discuss specific requirements including appropriate presentation of course materials, modes of examination and course assessment throughout your course.
- Reasonable adjustments to be made to cater for the needs of disabled students to ensure they are not disadvantaged.
- Referral to specialist external support services in order to maximise your opportunities to participate in life at the Institute and, ultimately, complete your programme of study successfully.

## **SCHOLARSHIPS, BURSARIES AND FINANCIAL AID**

At ICMP, we are fully committed to ensuring that as wide a range of students as possible are able to access our courses, regardless of their financial, social or cultural circumstances. We are also an equal access institution and believe in supporting, guiding and assisting deserving students in their studies. To this end, we have developed a series of awards, scholarships, bursaries and support activities to enable access to our courses. Many of these awards are supported by our industry partners, whose support in this regard is second to none.

ICMP offers financial aid in some cases. Please contact [enquiries@icmp.ac.uk](mailto:enquiries@icmp.ac.uk) to discuss your fees and funding.

### **OUTREACH ACTIVITIES**

In addition to bursary and scholarship support, the ICMP is additionally focused on outcomes and raising aspirations and attainment of potential applicants and underrepresented groups, and actively seeks and delivers outreach, community and collaborative work-based activities on a regular basis.

The ICMP has an active agenda of such activities designed to promote the benefits of higher education and to advise young people of the career opportunities within contemporary music. These include:

- School Fairs and Careers Presentations
- Open Days
- Experience Days
- Level 3 Programme at ICMP in Partnership with Access to Music

### **CAREERS AND EMPLOYABILITY**

ICMP is committed to developing, maintaining and funding a comprehensive, effective and impartial programme of Careers Education, Information, Advice and Guidance (CEIAG) which meets the individual needs of the students and alumni. The ICMP is a specialist music provider; our provision of CEIAG therefore, is tailored for that purpose and delivered through The Hub. The Hub is run by a team of music industry professionals and is dedicated to providing a practical, contextual and tailored careers service. The primary function of CEIAG provision at the ICMP is to provide all students and alumni with the support necessary to make the transition from the classroom to their chosen profession. All current full-time students have access to CEIAG as part of embedded learning, the VLE, arranged activities or via drop in or appointment times. In addition, ICMP alumni are able to access CEIAG through the VLE, arranged activities and via booking appointments with a member of The Hub.

### **CHARITABLE SUPPORT**

ICMP focuses its charitable support around the Musicians Benevolent Fund, 'Music for All' (the charity of the Music Industries Association) and the International Guitar Foundation, whose activities include London centric concert and education programmes for young people.