

INCLUSION, DIVERSITY, EQUITY AND ACCESS

POLICY UPDATED JULY 2026

Look out for lightbulbs throughout to help with understanding unfamiliar language and/or complicated ideas.

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What is the AMP Inclusion, Diversity, Equity and Access (IDEA) Policy?

AMP seeks to promote inclusion, diversity, equity and access in all parts of our organisation from our activities, governance (our **board of trustees**) and the way we treat our participants, staff and artists.

This policy will outline how we will do that.

What is a board?

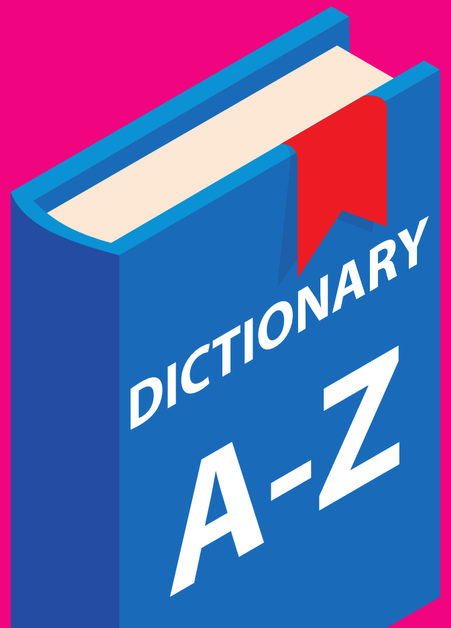
A board of trustees is a group of individuals that has overall responsibility for the management of an organisation. In the case of a charity, the board makes sure we are acting according to our aims.



What does IDEA mean for AMP?

The next six slides explain what we mean by Inclusion, Diversity, Equity and Access.

We will begin by explaining how AMP define each area, and then give examples of where this can be found in our work.





INCLUSION



- **Including everyone** and doing so pro-actively
- **Valuing and recognising differences**
- Having **a better understanding** of the diverse needs of our participants, employees and community
- E**nsuring that people with different experiences, needs and abilities can fully participate** in all aspects of the work we do, including leadership positions and decision-making processes
- **Removing barriers to access** as much and as often as possible



Inclusion - Real Life Examples

- Regular training for our staff, partners and board members on issues impacting diverse groups

- Completing skills and diversity audits  to identify gaps in our current knowledge base and representation of staff

- Embedding youth voice into all stages of our process from consultation, co-creation to governance, meaning the people our programmes effect are involved at an organisational level

- Co-creating a varied programme with young people to cater for lots of different interests, skills and ambitions

What is an audit?

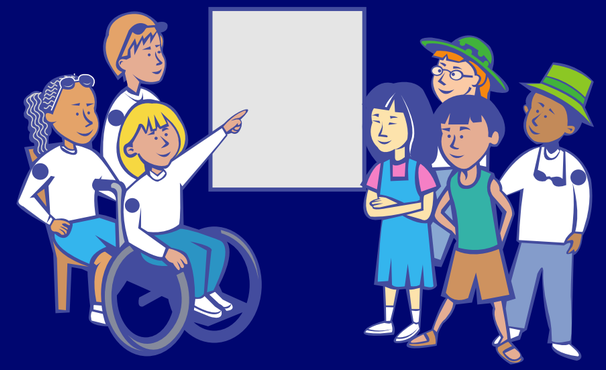


An audit is a an official review, sometimes by an independent body (i.e. an organisation different to one that is being reviewed). This review is often to ensure that an organisation is operating correctly/according to laws for example in terms of their finances. A skills audit examines the skills within a particular group, organisation or of an individual. A diversity audit reviews what **lived experience** is currently represented within AMP staff and board.

Lived experience refers to things that someone has experienced themselves throughout their lives. Particularly it means an understanding of these experiences that someone who has not directly had the same experiences, cannot ever fully understand.

DIVERSITY

- **Ensuring different lived experiences** are present throughout our organisation including music leaders, trustees, performers and staff team
- **Celebrating stories**, experiences and cultural difference of all people we interact with
- Pro-actively **seeking to expand our community**
- **Platforming voices** that are less often heard



- **Nurturing differences** in people to the benefit of both the individual and our community
- We believe **diversity will enrich our artistic programm**e, enhance the skills of our staff and contribute fresh ideas and perspectives to our leadership and governance

Diversity - Real Life Examples

- Exploring diverse cultures of music through our programmes and asking our partners to prioritise this

- Collaboration with facilitators from different backgrounds

- Recruiting young trustees  and those with a range of lived experiences to be part of our board. By having different voices on our board, we can increase the diversity of perspectives and handle decisions more creatively

- Prioritising representation of different lived experiences amongst music leaders and programme facilitators, allowing participants with different lived experiences to see themselves and/or diverse people reflected in leadership and creative careers

What is a young trustee?



Young trustees are board members who are 30 years old or younger. Currently, in the UK currently less than 3% of charity trustees are in this age bracket. Find out more about this: https://youngtrusteesmovement.org/

EQUITY

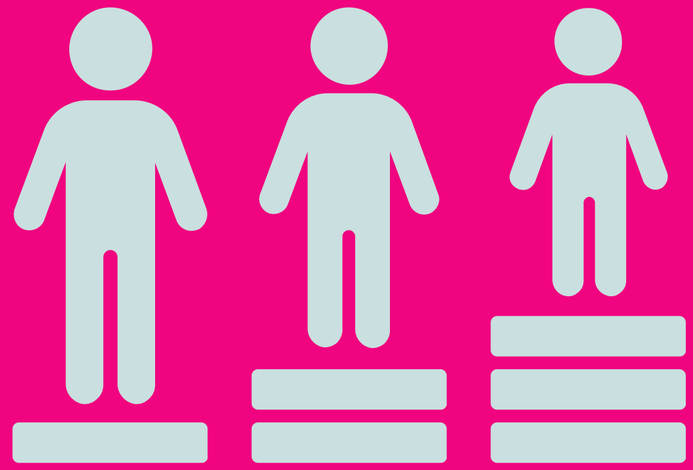
At AMP we believe an equitable society to be one where **everyone, no matter what their lived experience, can have the same opportunity to participate and fulfil their potential.**

However, **it is not enough to simply provide everyone with the same or 'equal' opportunities/support.**

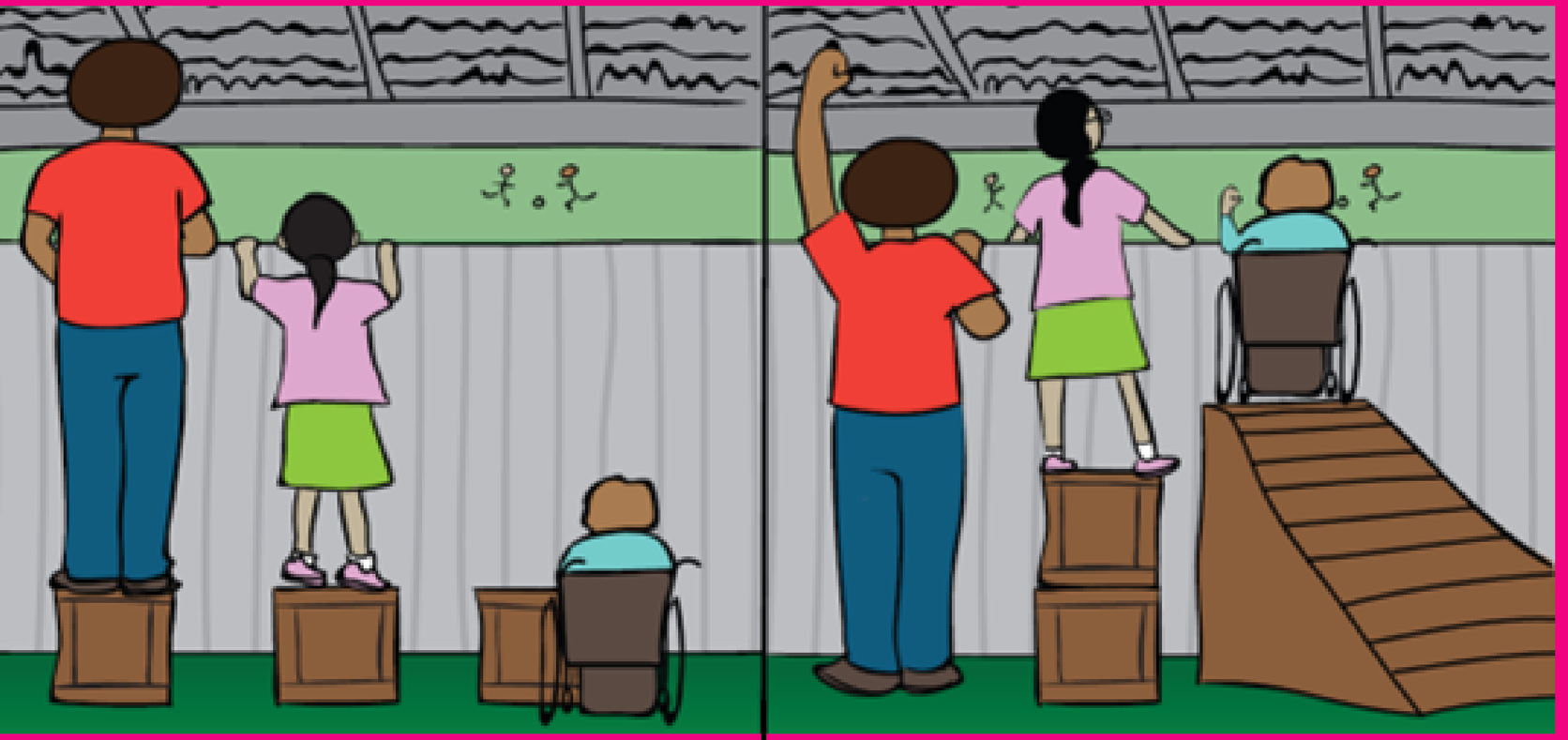
On the next page, we'll outline why we choose to use the word 'Equity' versus 'Equality'.

At AMP Equity means addressing unfair discrimination (underpinned by The Equality Act 2010)





Why Equity not Equality?



EQUALITY

providing the same support to everyone

EQUITY

each individual has been provided support based on their individual circumstances

AMP champions EQUITABLE support, rather than EQUAL support.

We consider lived experiences (e.g. economic background, race, age and more)

We acknowledge specific issues, barriers or discrimnation faced by diverse groups.

We aim to build this thinking into programme design at every level.

Equity - Real Life Examples

- Providing additional support to young people facing barriers e.g. more 1:1 support, a travel bursary

- Seeking out participants, music leaders and staff who have faced barriers and understand through lived experience how to navigate challenges



- Consultation with new staff, trustees, partners and music leaders about their experiences, providing additional support and training where necessary

- Designing programmes to accelerate progress in underrepresented groups

ACCESS

- For AMP access means **taking responsibility to ensure that as many people as possible can access what we have to offer.**

- We will consider many different factors, especially people's social, mental, physical needs and safety

- We aim to make sure that no matter what someone's experience or ability is - we help them to feel welcome and able to take part in our activities.

- In practice, this effects decisions about what spaces we use, what format our activities take and always tailoring sessions to those present

- We are commited to listening to people with lived experiences of disability, neuro-divergence and many other barriers to ensure this access is in place

Access - Real Life Examples

- **Consulting with participants**, parents/carers and staff to understand the needs of the people taking part in our activities

- **Commitment to working in accessible venues**

- Continuous **review of digital accessibility** - making sure no one is excluded from obtaining information about AMP from our social media or website

- **Sharing best practice across the sector** in North Yorkshire and beyond through conferences, training opportunities and bursaries for music leaders to up-skill specifically in accessible music.

In 2025 we ran a full day accessible music conference in partnership with Y Music Hub. We explored accessible music technology, inclusive composition, music leading and Deaf Awareness.



AMP ARE ANTI-DISCRIMINATION

AMP recognises that many people in our society experience discrimination.

Discrimination is **acting unfairly against a group or individual.** This can be through exclusion, verbal comment, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

Protection from unlawful discrimination is provided by the Equality Act (2010) in relation to the following protected characteristics:





- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation





Putting anti-discrimination into practice

At AMP all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Staff and volunteers have a duty to co-operate with AMP to ensure that this policy is effective in preventing discrimination. We will also work on:

- Ensuring diversity within AMP Staff, Trustees and Music Leaders guaranteeing a variety of lived experience and skills that contribute to upholding our IDEA principals authentically and effectively.

- Keeping our policy and practice based on developments in the make-up of society and new forms of discrimination that may arise.

- AMP will also provide ongoing training to challenge discrimination and improve IDEA in practice.







Who is responsible for upholding IDEA at AMP?



Board of Trustees	Responsible for the effective operation of this policy	Monitor, evaluate and create action plans
All Staff, Volunteers, Artists	Duty as part of their involvement to do everything they can to ensure the policy works in practice	Engage in training provided by AMP and feedback when things don't work or are working well
Everyone	Responsible to keep to or 'comply' with the policy	Attend training, read policies, take an active role in creating policies and expanding their knowledge

What happens if people do not act according to the AMP IDEA policy?

If anyone of the above fails to comply with the IDEA Policy, this will be regarded as **misconduct** and could lead to **disciplinary action** against employees, appropriate action against a member of the Board or withdrawal of contracts.

Misconduct: Unacceptable or improper behaviour, especially by an employee or professional person.

Disciplinary Action: Actions a company takes to correct the behaviour of an employee failing to meet expectations

Action Plan

It is important that in our journey to create a more inclusive, diverse, equitable and accessible organisation that we do not rush to make changes. We want to make change responsibly and make sure we can maintain it long term.

At any given time we have an action plan on what we are planning to focus on. This could be actions we are hoping to achieve as soon as possible or within 3, 6 or 12 months. We are always looking ahead as far as we can. We will review our progress in our board meetings which take place **quarterly.**

What does quarterly mean?

In businesses, charities and large organisations the year is split into ‘quarters’ or 4 x 3-month chunks over the year. This is so finances, progress and activity can be tracked over the year. It is mostly used in terms of finance. The ‘year’ can be academic (September to August), calendar (January to December) or financial (April to March).

Monitoring our IDEA Progress

An important element of our policy is monitoring our progress in IDEA- **are we upholding what we set out to?**

At AMP we monitor this in different ways:

- We review and develop the IDEA policy every year
- We have a sub-group of our board which focuses on IDEA
- We update and review progress on our Action Plan every quarter
- We collect feedback from participants, staff and partners
- We get updates from our delivery partners on what they are doing to uphold IDEA in their delivery
- We engage with frequent training

Based on this monitoring we take action as necessary to implement improvements.



IDEA Progress We're Proud Of

2025-2026

22% of core participants were not White British, which is well above the percentage of non-white British residents of North Yorkshire (approximate 7%-2021 census).

In 2025 AMP welcomed two new trustees, (both under-30yrs) with lived experience in disability and global majority inclusion. **In this project period, 50% of our trustees were under 30.**

Over the last three years (2023-2026), **78%** of our core participants—those who attended three or more sessions—were facing **challenging circumstances in their lives.**

What do we mean by challenging circumstances?

This is an umbrella term that describes a wide range of barriers in accessing opportunities that young people may be facing. This includes, but is not limited to: Excluded from school/out of mainstream education, English as an additional language, facing homelessness, young carers, people who are seeking asylum/refugees, looked after or care experienced, physically disabled, special educational needs, Traveller/Romany, Global Majority, and others that are discovered through consultation with participants, parents, carers and/or staff.