### **INCLUDE**



Elizabeth Palmer Inclusion Focus Programme Manager



#### What is INCLUDE?

Two-year research programme, funded by Arts Council England, 2023-25

Working with four music groups to explore inclusion and diversity

Guided by Critical Friends Advisory Panel

Making Music: INCLUDE

### Who are the groups?

Great Bowden Recital Trust

**Luton Choral Society** 

OutSingCancer Choir

Scunthorpe and North Lincolnshire Concert Society





# Making a plan

Research

Group visions

Inclusion action plans





ABOUT US

CONTACT US

○ BISEXUAL O GAY OR LESBIAN

O HETEROSEXUAL/STRAIGHT O ANY OTHER SEXUAL ORIENTATIONS

O PREFER NOT TO SAY

Which of the following best describes your sexual orientation?

Q SEARCH

#### **Census Comparison Survey**

,	
You have already submitted this form. View your previous submissions.	What is your ethnic group? Choose one option that best describes your ethnic group or background
VIEW EDIT TRANSLATE WEBFORM RESULTS TRACK CIVICRM	○ WHITE - ENGLISH/WELSH/SCOTTISH/NORTHERN IRISH/BRITISH
	O WHITE - IRISH
This is a survey of individuals that belong to Making Music member groups. It has been designed to allow groups to directly compare their group's	O GYPSY OR IRISH TRAVELLER
membership to their geographical community, using the UK 2021 Census data.	ANY OTHER WHITE BACKGROUND, PLEASE DESCRIBE IN THE BOX BELOW
Making Music will use data from this survey to see how our membership compares to the demographic make-up of the UK. This will be anonymised and you will not be identifiable.	MIXED/MULTIPLE ETHNIC GROUPS - WHITE AND BLACK CARIBBEAN
•	○ MIXED/MULTIPLE ETHNIC GROUPS - WHITE AND BLACK AFRICAN
Your group will be able to request a data set of the information shared by all its members that complete the survey. The information will be completely anonymous. Groups will be able to use this data to report on their own demographic make-up and compare it to the demographic make-up of their local	MIXED/MULTIPLE ETHNIC GROUPS - WHITE AND ASIAN ANY OTHER MIXED/MULTIPLE ETHNIC BACKGROUND, PLEASE DESCRIBE IN THE BOX BELOW
area and the UK. This could be used to set a baseline to chart progress for groups that are working towards their own Equality, Diversity and Inclusion	○ ASIAN/ASIAN BRITISH - INDIAN
aims.	ASIAN/ASIAN BRITISH - PAKISTANI
If you are completing this form on behalf of someone else, please answer the following questions with their information, not your own.	ASIAN/ASIAN BRITISH - PANGLADESHI
	O ASIAN/ASIAN BRITISH - CHINESE
	ANY OTHER ASIAN BACKGROUND, PLEASE DESCRIBE IN THE BOX BELOW
Please type your group name in the box below and select it from the pop-up list: *	□ BLACK /BLACK BRITISH - AFRICAN
	O BLACK / BLACK BRITISH - CARIBBEAN
	ANY OTHER BLACK BACKGROUND, PLEASE DESCRIBE IN THE BOX BELOW
	OTHER ETHNIC GROUP - ARAB
	ANY OTHER ETHNIC GROUP, PLEASE DESCRIBE IN THE BOX BELOW
How old are you?	
	○ PREFER NOT TO SAY
○ UNDER 16 ○ 16.19	
○ 16-19 ○ 20-24	
25-34	Were you born in the UK?
O 35-49	
O 50-64	YES
O 55-74	○ NO
○75-84	O PREFER NOT TO SAY
○ 85÷	
O PREFER NOT TO SAY	
	The data collected under the next two questions are reported under the heading of 'disability'. For the purposes of the UK census, people who assess their day-to-day activities as limited by long-term physical or mental health conditions or illnesses are considered disabled.
What is your gender?	Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?
O MALE	○ YES
O FEMALE	O NO
○ NON-BINARY	PREFER NOT TO SAY
O PREFER TO SELF-DESCRIBE (PLEASE DESCRIBE IN THE BOX BELOW)	
O PREFER NOT TO SAY	
	If yes, do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?
	, , , , , , , , , , , , , , , , , , , ,
Is the gender you identify with the same as your sex registered at birth?	○ YES, A LOT
Over	○ YES, A LITTLE
O YES	O NOT AT ALL
PREFER NOT TO SAY	

# Making a plan

Research

**Group visions** 

Inclusion action plans



# Making a plan

Research

Group visions

Inclusion action plans





#### Inclusion Action Plan

#### Group Name:

Group vision:

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Area of Focus	What do we need to do?	Who?	Timescale	Notes
	-			
	-			

Current Situation - where is the choir now, and how did you decide on these areas of focus and actions to take?



### **Events**

Discussion events

Make Music Day

Communicating out



# Priorities for the groups

Collaborating with other organisations

Sheet music

Practical accessibility information

**Uniform** 



### What can you do?

Talk about it and ask your members

Get your foundations right first

Making Music's Access and Inclusion Resources

include@makingmusic.org.uk

