



Sinfonia Smith Square Diversity, Equity and Inclusion Policy Statement

Sinfonia Smith Square acknowledges that everyone is different, and we are committed to creating an organisation that reflects the society we live and work in. We are also committed to creating an inclusive culture that supports diversity and inclusion allowing everyone to bring their whole selves to work, to our venue, and to our performances, without fear.

We believe achieving diversity and fairness of opportunity is our shared responsibility and we work hard to ensure that as an organisation, we are all accountable for its delivery.

Through this policy, Sinfonia Smith Square is committing to:

1. Reaching, engaging, including, and inspiring diverse voices, artists, and audiences;
2. Structuring the organisation to eradicate all forms of discrimination and prejudice;
3. Becoming a beacon for inclusion, implementing and exemplifying a better way of working in the Arts industry from grass roots up;
4. Programming underrepresented voices in music;
5. Increasing organisational awareness of barriers facing musicians and audiences from ethnic minority backgrounds – and co-creating opportunities to reduce these barriers;
6. Increasing organisational awareness of barriers facing musicians and audiences with disabilities and neurodiversity – and co-creating opportunities to reduce these barriers;
7. Increasing organisational awareness of barriers facing musicians and audiences from low-income backgrounds – and co-creating opportunities to reduce these barriers;
8. Effecting wider social change that recognises the reality of diversity and matches it in our institutions.

Sinfonia Smith Square embraces the following principles and beliefs, which underpins our approach to achieving our vision:

- Sinfonia Smith Square opposes all forms of discrimination and will continue to take an active role in addressing inequality and discrimination within its own organisation and within in the wider music sector
- All Sinfonia Smith Square's programmes and activities will be accessible, welcoming, supportive, and appropriate to the needs of different groups, with equality, diversity and inclusion embedded into all planning and communications
- Diversity, inclusion and equalness of opportunity sit at the core of achieving an innovative and inspiring artistic and educational programme for our orchestra, visiting artists, and audiences

- As an orchestra of young professionals at the start of their career, our musicians are perfectly situated to be both role models to the younger generation, and advocates in the industry in which they are on the verge of forging their careers. Sinfonia Smith Square recognises this as both an opportunity and a responsibility, to ensure that our musicians reflect the society with which they so fully engage, and are equipped to challenge future inequalities they may come across in the music industry
- It is our responsibility to develop awareness and understanding of the challenges and barriers faced by all who might come into contact with Sinfonia Smith Square, and we must take proactive steps to remove these barriers and support an inclusive environment

As an organisation we understand the consequences of not holding ourselves accountable to achieving an inclusive culture that supports and champions diversity. Equality, diversity and inclusion is the responsibility of all individuals working for, with, and on behalf of Sinfonia Smith Square and is fully supported and embraced by the Board of Trustees.