

Equality, Diversity, and Inclusion (EDI) Policy and Action Plan

1. Purpose

Newpark Academy of Music is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of its operations. This policy outlines the principles and actions that will guide the academy in creating an environment where all individuals are valued, respected, and supported.

2. Scope

This policy applies to all members of the Newpark Academy of Music community, including students, staff, artists, and visitors. It covers all aspects of the academy's activities, from recruitment and admissions to teaching, performance, and community engagement.

3. EDI Principles

- **Equality:** Newpark Academy of Music is committed to ensuring that all individuals have equal opportunities to participate and succeed, regardless of their background, identity, or circumstances. This includes eliminating barriers to participation and addressing any forms of inequality.
- **Diversity:** The academy values diversity and recognizes the benefits it brings to the artistic and educational experience. A diverse community enriches the creative process and contributes to a vibrant and dynamic environment.
- **Inclusion:** The academy is dedicated to creating an inclusive environment where everyone feels welcomed and supported. This includes ensuring that all voices are heard and respected, and that all members of the community can fully participate in academy life.

4. Action Plan

- **Policy Implementation and Review:**
 - Regularly review and update the EDI policy to ensure it remains relevant and effective.
 - Establish an EDI committee to oversee the implementation of this policy and monitor progress.
- **Training and Awareness:**
 - Provide regular training on EDI issues for staff, artists, and students to raise awareness and build skills for creating an inclusive environment.
 - Develop resources and workshops on EDI topics, such as unconscious bias, cultural competency, and inclusive teaching practices.
- **Recruitment and Admissions:**
 - Ensure that recruitment and admissions processes are free from bias and promote diversity within the academy.
 - Implement outreach programs to attract a diverse range of applicants, particularly from underrepresented groups.

- **Support and Inclusion:**
 - Create support systems for students and staff from diverse backgrounds, including mentorship programs and affinity groups.
 - Ensure that the curriculum and teaching practices reflect a commitment to diversity and inclusion, with a focus on diverse perspectives and voices in music and the arts.
- **Monitoring and Reporting:**
 - Collect and analyze data on the composition of the academy's community to identify areas for improvement in diversity and inclusion.
 - Regularly report on progress towards EDI goals, with transparency and accountability to the community.
- **Community Engagement:**
 - Engage with the wider community to promote diversity and inclusion, including partnerships with organizations that support underrepresented groups.
 - Host events and performances that celebrate diversity and foster an inclusive culture within and beyond the academy.

5. Commitment to Continuous Improvement

Newpark Academy of Music is committed to continuous improvement in EDI. The academy will regularly assess its policies and practices to ensure they meet the needs of all members of the community and reflect best practices in promoting equality, diversity, and inclusion.

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Signed

Hilda Chan

Executive Director

