



SUPPORTING &
CHAMPIONING
VOLUNTARY MUSIC

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London Training & Development Guide No. 1

Equal Opportunities & Disability Resources for Music Groups in London

What do we mean by Arts and Disability?

Arts and disability

The process of introducing disabled people to the arts in general and supporting their participation, either as practitioners or as consumers.

Disability

Disability is the loss or limitation of opportunities to participate in society on an equal level with others, due to physical and social barriers.

Access

Removal of discriminatory barriers to disabled people's participation in society. Provision of facilities that do not discriminate (e.g. level or ramped access, sign language interpretation and documents written in plain English).

These definitions are provided by the National Disability Arts Forum.

Why should your music group think about Arts and Disability?

The introduction of Part II of the Disability Discrimination Act in October 2004 means that this is an issue that everyone involved in the arts needs to consider. There are both legal and ethical implications for your group. Deciding to consider these issues provides an opportunity to develop your group and enhance what you have to offer to participants, users and audiences. Areas such as marketing, publicity, audience development and programming can all be considered and improved through an understanding of arts and disability.

Some ideas to get you started

Appointing a diversity officer

Deciding to look at your group in terms of its awareness of arts and disability issues is a long term project. It may be easier to have someone in your group take on a role such as 'diversity officer.' This person could be responsible for finding out what can be done and how to do it. The diversity officer could also be the point of contact for disabled people wishing to access your group's activities.

Equal opportunities

An Equal Opportunities Policy will ensure that your group's membership opportunities, decision-making processes, committee management, etc. are accessible to everyone. Having an equal opportunities policy is also a requirement of many funding bodies and will help to make your funding applications stronger. Developing an equal opportunities policy can involve every member of your group, reinforcing a positive attitude towards accessibility. Making Music can help you develop your policy, and has developed the Positive About Equal Opportunities Award. This award provides a checklist for your group to use to assess whether there are further steps you could take with regard to equal opportunities.

Working with community groups

There are many community groups who have barriers preventing them from joining in with group's activities. In your local area there may be opportunities to develop a relationship with certain groups and find new ways of involving people with your own group. Making Music members who have successfully done so advise that you plan a long-term relationship. Through nurturing and lots of personal contact you can bring your group's music to people who would not be able to access it on their own.

Where to find out more

Making Music has a number of relevant Information sheets available:

- 45 – Equal Opportunities, a Quick Reference Guide
- 45a - Creating an Equal Opportunities policy
- 45b - Equal Opportunities - recruiting members
- 45c - Disability Discrimination
- 45d - Positive About Equal Opportunities Award
- 48 – Accessible Communications

Heather and Tom, your London Development Officers, are also able to help with your queries and put you in contact with other members willing to share ideas on their own successful projects.

Contact: Heather Tomala and Tom Hammond
0870 903 3780, rdolondon@makingmusic.org.uk

Other Organisations who can help

The Arts Council England has an extensive resource of information on Arts and Accessibility including a disability information pack containing details of arts organisations based or working in and around London, whose remit is to create and increase access to the arts for disabled people as arts practitioners, participants and audiences. This can be downloaded from www.artscouncil.org.uk

Sian Williams is the ACE Disability Officer. She can be contacted on 020 7608 6120 and is happy to talk to you about your Arts and Disability issues.

Arts Council England, London, 2 Pear Tree Court, London EC1R 0DS
Tel: 0845 300 6200 Fax: 020 7608 4100

The Voluntary Arts Network works with policy makers, funders and politicians to improve the environment for everyone participating in the arts, and provides information and training to those who participate in the voluntary arts sector.

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Voluntary Arts England, PO Box 1056, City Road, Newcastle-upon-Tyne NE99 1UE
Tel: 0191 233 3864 E-mail: info@vaengland.org.uk

New Publication: *Health & Safety at Outdoor Community Events*. This is a brand new publication aimed at making it easier for those running small outdoor events to get to grips with the legalities, procedures... and everything else organisers need to know. Laid out in a clear and accessible style, it offers comprehensive information and case studies, as well as handy to use checklists and timelines. To order your copy, e-mail info@voluntaryarts.org

Shape Arts has been working to enable access to the arts for disabled people since 1977. Based in North London, their work covers many parts of the country and includes training in the areas of inclusion and access. Shape is based in Islington and also has specific projects in Hammersmith, Islington and Wandsworth.

LVS Resource Centre, 356 Holloway Road, London N7 6PA
Tel: 020 7619 6160 Web: www.shapearts.org.uk

Artsline provides an information and advice service for disabled people on arts and entertainment in the London area. It can put you in contact with groups of disabled people in your area and provide information on facilities and projects.

Of particular interest to some members will be the Artsline bus. Artsline can organise transport for young disabled people to arts activities and events in the boroughs of Camden, Hackney, Haringey, Islington, Tower Hamlets and Wandsworth. If you have a concert or event in these areas and would like to invite a group of disabled people to attend, Artsline can help you with transport to and from your event.

Artsline, 54 Chalton Street, London NW1 1HS
Tel: 020 7388 2227 Web: www.artsline.org.uk

Supporting blind and visually impaired members

There are specific measures you can take to support blind, visually impaired or partially sighted people participating in the activities of your group. This may involve recording music, producing programmes and flyers in large print or simply making sure your users know these services are available. Refer to Information Sheet no.48, Accessible Communications, for clear print guidelines and further information on alternative formats for communications.

This guide was produced by Bethany Cook and Heather Tomala for Making Music.

This information can be made available in large print and other formats on request. Please telephone 0870 903 3780.

We hope you find this Making Music document useful - it is intended to give a reasonable summary of the position at the time of writing. If you are aware of any changes to the situation described or have suggestions for further information to be included please contact the Membership Services Team at Making Music 0870 903 3780 or info@makingmusic.org.uk. Please note that no responsibility for loss occasioned to any person or group acting or refraining from action as a result of any of the contents of this information sheet can be accepted by any of the authors or by Making Music, the National Federation of Music Societies.

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