



Equality, Diversity, Inclusion and Access (EDIA) Policy

Updated July 2025

Our Commitment

Jamming Station is committed to inclusion, diversity, equity and access (IDEA) across all aspects of our work. We aim to foster a safe, respectful, creative and equitable environment for all participants, artists, staff, audiences, trustees, volunteers, and partners.

We align this policy with Youth Music's IDEA Framework, embedding IDEA principles within our organisational culture, strategy, operations, and music-making activities. This policy is reviewed and updated annually and actively informs our business plan and action planning.

1. Vision, Values and Strategy

- IDEA principles are at the heart of our vision and values, publicly stated on our website and embedded in our strategy.
- We have a live IDEA Action Plan monitored at senior level and discussed regularly in governance meetings.
- We are committed to transparency about our challenges and areas for improvement, and we encourage staff and young people to be part of shaping this ongoing journey.

2. People and Culture

- We aim to create an inclusive culture where everyone feels safe, heard, and valued.
- We collect equal opportunities data (including neurodiversity and socio-economic background) across salaried staff, freelance workers, and governance.
- We use this data to inform recruitment, representation, staff development and organisational growth.
- Employee voice is supported through regular feedback mechanisms and reflective practice.
- We aim to remove barriers to progression, especially for underrepresented groups in music and

leadership roles.

3. Key Policies and Procedures

- All core policies (e.g. safeguarding, equal opportunities, complaints, bullying and harassment) are reviewed annually with IDEA in mind.
- Our recruitment processes are designed to be inclusive, accessible and fair, with positive action taken where appropriate.
- We maintain a staff code of conduct aligned with inclusive practice.
- Our bursary and access policies are made publicly available and are regularly evaluated for effectiveness.

4. Reach and Engagement

- We monitor the demographic reach of our sessions in relation to attendance, retention, and progression.
- We take specific action to reach and support young people facing barriers including rural isolation, poverty, disability, mental health challenges and care experience.
- We work with referral partners and community organisations to engage and sustain inclusive participation.

5. Musical Offer

- Our music programme includes composition, songwriting, improvisation, production, industry learning, and access to performance and accreditation.
- We use music as a tool for social connection, wellbeing, and personal growth, as well as musical development.
- We regularly review and expand our musical offer to be diverse, culturally relevant, and accessible.
- Our performance spaces are assessed for accessibility, and we provide inclusive and adapted equipment where needed.

6. Youth Voice

- Young people help shape their musical journeys, choosing instruments, genres and content.
- Feedback is regularly sought and used to inform our programme design.
- We offer youth-led opportunities including performances, programming, and creative projects.
- We are working toward embedding youth representation in strategic decision-making.

7. Communications

- Our communications and promotional materials reflect IDEA principles through imagery, language and accessibility.
- We conduct regular audits of our digital platforms for accessibility.
- We offer multiple routes for young people, families and partners to contact us.

- Communications training is being developed for all staff.

8. Partnerships and Advocacy

- We build partnerships to improve inclusion and representation, particularly by working with grassroots, community-led and lived-experience organisations.
- We advocate for inclusive practice with our partners and support mutual development.
- We seek regular feedback from partners and promote transparency and accountability in our collaborations.

Behaviour, Language and Respect

- Inappropriate, discriminatory, or disrespectful behaviour is never left unchallenged.
- Young people are supported to explore boundaries safely. All serious incidents are recorded and responded to in line with safeguarding procedures.

Parent and Community Engagement

- We communicate with families about our inclusive values, safeguarding systems, and session culture.
- We actively seek ways to better represent our community in leadership and decision-making structures.

Monitoring and Review

This policy will be reviewed annually by the Directors. Progress against our IDEA Action Plan will be monitored quarterly.

Approved by Jamming Station Directors on: 20 July 2025

Signed: Beth Coombes (Director)

A handwritten signature in black ink, appearing to read 'BC', followed by a stylized, cursive flourish.

Date for Review: July 2026