

Norfolk Performing Arts Ltd

Access & Participation Statement

Our Founding Vision:

At NPA, we firmly believe in making Performing Arts accessible to all, valuing inclusivity and recognising diversity within our community, empowering the next generation to innovate, be inspired and achieve excellence.

Our mission is to deliver teaching of the highest quality, encompassing every aspect of performance, and ensuring that every student has the opportunity to achieve qualifications in teaching as well as performance, in turn enabling our students to pass down their own expertise.

We are dedicated to maintaining our individualistic approach to every student's learning, with personalised programmes of study valuing inclusivity and recognising diversity within our supportive community.

Current Accessibility & Student Diversity

NPA offers full time courses to higher education students in the performing arts. Students receive instruction in dance, drama and musical theatre, as well as a wide range of industry-specific skill sets, such as aerial work.

NPA delivers high quality teaching and individualised student programmes, to ensure that all students are supported to access, succeed in, and progress from our courses into industry opportunities. Students receive a high quality academic experience, and their interests are protected while they study. Students are able to progress into employment or further study, with full college support. Students receive value for money in their educational experience and their qualifications hold their value over time. The college offers graduates ongoing support in establishing professional contacts, agency and other employment options.

NPA students discuss qualification goals and programme options with the course directors before beginning their studies; their own learning is then personalised to enable them to achieve their personal qualification goals. This enables us to adapt to our students' needs at a much more individual level than most institutions, and students' own curriculums and timetables are flexible to accommodate their personal career aims.

As a smaller institution, our data is highly affected by each individual student's backgrounds and personal circumstances. With this in mind, our current student body is as follows:

- 72% identifying as female;
- 27% identifying as male;

- 36% from low-income households;
- 18% LGBTQ+ students;
- 27% mature students;
- 18% student carers;
- 9% adopted students, estranged from birth parents;
- 9% military families;
- 36% students with SEND.

Accessibility of Applications

Acceptance on a NPA course is by audition only. There are no specific examination requirements for entry on to any course, we are looking for dedicated and passionate performers. Applications to audition can be submitted via our website; if this is a limiting factor, candidates are encouraged to speak to us directly and we will be able to adapt to their particular needs. As per our inclusivity policy, all our auditions are free of charge for any potential candidate. Applicants are encouraged to inform us of any appropriate accommodations that we can provide to enable them to fully access the audition process.

Access & Participation Objectives:

<u>Objective</u>	<u>Achieved By</u>	<u>Measured By</u>
To increase the number of students from areas of lower higher-education engagement, household income or socio-economic status attending NPA.	Successful funding application through Office for Students.	Annual review and appraisal of data of student applications from lower higher-education engagement, household income or socio-economic status.
	Outreach marketing to local schools.	
To increase the number of students attending NPA with Special Educational Needs and Disabilities (SEND).	Through NPA marketing and communications network, profile case studies of SEND students who have engaged and succeeded on an NPA course.	Annual review and appraisal of data of SEND student applications and auditions.
To increase the number of BAME students applying to and attending NPA.	Profile case studies and social media spotlights on BAME industry performers and visiting faculty.	Annual review and appraisal of data of BAME student applications and auditions.
	Outreach marketing to community centres.	
As a performing arts educational setting, to ensure balance and encourage male participation in all aspects of performance.	Continual promotion and encouragement of male students, both within NPA and outreach/community projects.	Annual review and appraisal of data of male student applications and auditions.

In compliance with the Equality Act 2010, NPA ensures fairness, equality and professionalism in all its dealings and will not tolerate discrimination, harassment or victimisation on the basis of an individual's status or perceived status in any of the following respects, whether directly, indirectly or by association:

- Age
- Disability
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality and national origin)
- Religion or belief (including philosophical belief)
- Gender or gender identity (including gender reassignment)
- Sexual orientation