

Overall Impact Goal
A new ecology for the cultural sector where inclusion of D/deaf, disabled and neurodivergent artists is as important as the creation of great art

The issues and challenges Paraorchestra seeks to address

- 1. D/deaf, disabled and neurodivergent people are under-represented within the music sector and across the wider cultural sector
- 2. Classical music audiences are not diverse or representative of contemporary society
- 3. The traditional orchestral experience is not relevant to contemporary society

Activities and Outputs

- 1. Commissioning projects and artistic programmes**

 - Large scale, ambitious, live works
 - A range of scales in new spaces and places
 - Recordings and broadcast
 - Innovating the artform (immersive, cross artform, R&D time, assistive and electronic instruments)
- 2. Artistic workforce development**

 - Wide ranging employment and commissioning opportunities for D/deaf, disabled and neurodivergent musicians
 - Modulate - a bespoke and peer led artist development programme with multi-layered entry
 - Supportive spaces for young musicians to explore their future professional potential
- 3. Serving audiences**

 - Commissioning of work for a wide range of places and spaces which are accessible to everyone
 - Commissioning of work for audiences who do not traditionally attend orchestral and classical music performances
- 4. Advocacy, communications and storytelling for audiences and stakeholders**

 - Digital reach and storytelling
 - Case studies / blogs / keynote speaking / papers / partnership building

Mechanism of change (how will the activities lead to the outcomes)

- 1. Give direct experience of great art demonstrating the quality of D/deaf, disabled and neurodivergent musicians and artists’ work
- 2. Enable the artistic workforce to experience a wide range of dynamic opportunities
- 3. Present work in non-traditional spaces, changing the culture of classical music so more people feel included Paraorchestra’s leadership and wider workforce demonstrate the possibility of change and inspires others

Long term Outcomes

- 1. Paraorchestra creates innovative great art
- 2. Audiences value the work of D/deaf, disabled and neurodivergent musicians and artists
- 3. D/deaf, disabled and neurodivergent musicians thrive as artists and leaders, through the conditions Paraorchestra creates
- 4. Audiences across our work, in comparison to the classical music sector, are distinctly different
- 5. Paraorchestra has a strong reputation for intrinsically combining innovation and inclusivity across the cultural sector, national press, media, and stakeholders

Enablers (conditions or factors, internal and external, that need to be in place for the project to work)

- 1. A creative, reflective and responsive workforce who understand what the challenges and opportunities are
- 2. Long term strategic partnerships with venues, promoters, press and media
- 3. Champions across the arts, culture, disability and inclusion sectors
- 4. Audiences who are curious, new to orchestral music, wish to be challenged and who want new experiences
- 5. Funders, investors and supporters who see the value of creating a new way of working for orchestras

Values

- Ambition and Excellence
- Transformative
- Trust and Empowerment