



Tileyard Education Equality, Diversity and Inclusivity Manifesto Pledges 2023

Tileyard Education commit to the following manifesto for Equality, Diversity and Inclusivity:

We are committed to cultivating a transparent, safe and consciously inclusive culture for all staff, faculty, students and alumni. We will provide and uphold academic and educational excellence that fosters best practice and learning, centred around equal access to industry-leading tuition, facilities, professional networks, mentoring and career pathway progression.

We will build diverse new partnerships from within the Tileyard Community and continue to develop coalition partnerships with national and international institutions that broaden and increase participation and accessibility of educational opportunities to a diverse audience. To date these include MTNNOW, Yorkshire Sound Women's Network, Small Green Shoots, The Avenue Youth Project and SoundSkool.

We will upskill our faculty through externally delivered continued professional development that is specifically designed to foster an increasingly transparent and consciously inclusive workplace, and to celebrate the diversity of our student body by prioritising platforms for celebrating diversity.

We will annually review our internal policies and procedures to ensure that equality, diversity and inclusion are embedded into every policy decision we make. TYE acknowledge that marginalised groups experience barriers to entry and commit to investigating the nature of these barriers and legislating to mitigate them in a sustained and meaningful way.

We will continue to identify barriers to entry and inclusion within Higher Education and the creative industry workplace and will lobby and action for wider awareness and inclusion wherever possible, including through our membership of the UK Music Academic Partnership and our embedded relationships with validating partners Nottingham Trent University and University of Wales Trinity Saint David.

Our senior leadership commit to raising awareness of EDI reviews and outcomes through internal communications and via external marketing channels to increase transparency and highlight the actions we are taking to forefront the importance of equality, diversity and inclusion to the institution.

TYE renew our commitment to ensuring all of our education services, including guest lecturers, speakers, mentors and events personnel represent true diversity, and that staff and students have an opportunity to suggest developmental training opportunities and events that deepen their sense of belonging and foster inclusivity.