

WEDNESDAY 9 FEBRUARY

12:30 REGISTRATION AND LUNCH

Glasgow Royal Concert Hall

14:00 OFFICIAL OPENING

RSNO Centre

Welcome to delegates from **Jenny Jamison**, Chief Executive, Scottish Ensemble and Vice-Chair, Association of British Orchestras, **Paul Philbert MBE**, Timpanist, RSNO and board member, Association of British Orchestras and **Philip Noyce**, Managing Editor, Classic FM

Keynote speech: **Angus Robertson MSP**, Cabinet Secretary for the Constitution, External Affairs and Culture followed by Q&A with **Gina Davidson**, LBC Scotland Political Editor

15:15 NETWORKING BREAK sponsored by BACH

15.45 Help Musicians – what’s next for the 100 year old charity? with **James Ainscough**, Chief Executive, Help Musicians

Help Musicians, ABO’s long-term charity partner, supported nearly 20,000 musicians through the financial difficulties of Covid, but the charity’s work is far from over. As the charity begins its 101st year, Chief Executive James Ainscough speaks about the current priorities and how its evolving work supporting musicians is needed more than ever as the music ecosystem rebuilds.

16.00 Keynote speaker: author, musician and social commentator **Darren McGarvey**, followed by Q&A with **Gillian Moore CBE**, Director of Music, Southbank Centre

My Life in Music - an exploration of class and the arts

Growing up in a household where creativity is encouraged is only half the battle when you're working class. In communities where musical instruments are a rare occurrence, and where a perception exists that the arts are the preserve of the affluent, expressing yourself can become a daily struggle.

16:45 ENDS

18:00 PRE-CONCERT RECEPTION hosted by Glasgow City Council

Merchants House of Glasgow

19:30 CONFERENCE CONCERT by Royal Scottish National Orchestra and BBC Scottish Symphony Orchestra

Glasgow Royal Concert Hall

THURSDAY 10 FEBRUARY

08:30 REGISTRATION OPENS

Glasgow Royal Concert Hall

08:45 THE BBC BREAKFAST: Patrick Holland and Alan Davey on the BBC Classical Review

Lomond Foyer, Glasgow Royal Concert Hall

Since the BBC was created 100 years ago, classical music has been a major part of its remit. From supporting broadcasts from the vibrant orchestral sector across the UK on Radio 3, to ground breaking TV documentaries and of course the biggest classical music festival in the world – the BBC Proms. Given the impact of Covid-19 and changing audience habits, the BBC is launching a review to explore the current state of the classical music sector in the UK, the BBC's role in it and how it can continue to get the most audiences and cultural value from the classical music portfolio. At this BBC breakfast, Patrick Holland who is heading up the review and Alan Davey the Controller of BBC Radio 3 will discuss the review's aims and objectives with a view to hearing how we can best work together in the future. We expect this event to be popular, and as it is a first come first served event we would like to prioritise key decision-makers. Please email your attendance to maureen.pyne@bbc.co.uk. Those not on the list will be unable to attend but there will be other ways to feedback throughout the conference.

10:00 REBOUND: GETTING CLASS OUT OF CLASSICAL

Online/Buchanan Suite

We set the scene for our online conference with a welcome to delegates before turning to our first topic of the day. To the outside world, classical music is for posh people. And this has the potential to hold back a rebound from the pandemic and our ambition to extend reach. Following the fiery wake-up from Darren McGarvey in our opening session for in-person delegates, we take a closer look at class and inequality in the arts and classical music, and what we need to do to remove socio-economic barriers to progression and employment. Chaired by **Matthew Swann**, co-founder, Your Turn Collective and Director of Recruitment and Organisational Change, Achates, with **Dr Dave O'Brien**, Professor of Cultural and Creative Industries, University of Sheffield, **Dr Anna Bull**, Lecturer in Education and Social Justice, University of York and **Paula Kemp**, Head of Employer Engagement, Social Mobility Commission.

REBOUND: THE DIGITAL DIVIDEND

RSNO Centre

In this interactive session for in-person delegates, host **Thorben Dittes**, Director, Royal Northern Sinfonia and Classical Music Programme, Sage Gateshead, alongside consultant **David Taylor** and violinist **Esther Abrami** will be exploring what digital success looks like in a post-lockdown world. Drawing on the experience in the room, discussions will cover: What type of content should organisations be focussing on now? What opportunities and challenges does the new digital world offer to artists? How can we overcome structural and financial hurdles and ensure that everyone in the organisation is part of the digital journey?

REBOUND: BREAKING THROUGH BREXIT

City of Music Studio

In partnership with the ISM

The ABO and ISM have had to spend a lot of their time this past year helping members navigate their way through the fall-out from Brexit. This session will look at how much progress has been made with tackling the issues that flow from the EU-UK Trade and Cooperation Agreement since it came into effect at the start of 2021. Our expert panel will share their expertise and practical solutions around the challenges they face on issues such as cabotage, carnets and visas and work permits. Chaired by **Gina Davidson**, LBC Scotland Political Editor, with **Deborah Annetts**, Chief Executive, ISM, and **Hanna Madalska-Gayer**, Head of Policy & Communications, ABO.

11:15 NETWORKING BREAK

11:45 REBOUND: ARE WE MAKING AN INCLUSIVE RECOVERY?

Online/Buchanan Suite

The UK Disability Arts Alliance formed to challenge the cultural world not to forget about disabled people during the pandemic. Their #WeShallNotBeRemoved Campaign published the Seven Inclusive Principles for Culture Recovery to support inclusion across the arts sector. But significant threats remain to the continued participation of deaf, disabled and neuro-diverse artists, employees and audiences in music. Our panel will explore these issues and suggest strategies to place the Seven Principles into our everyday practice and ensure access remains a key priority. Cultural consultant and broadcaster **Andrew Miller MBE** leads a discussion on why this is so crucial and what needs to change, with **Tilly Chester**, Sky Arts Musician in Residence, Paraorchestra, **Jonathan Harper**, Chief Executive, Paraorchestra, **Tarek Iskander**, Artistic Director & CEO, Battersea Arts Centre, and **Claire Mera-Nelson**, Director, Music, Arts Council England.

REBOUND: COLLABORATIVE LEADERSHIP

RSNO Centre

Are our orchestral colleagues fulfilled, creative, empowered and accountable? If not, what needs to change in our leadership and our values to allow orchestras to truly flourish? The global pandemic has given us time to reflect and to experiment with flattening hierarchies and to explore a more collaborative vision of leadership. New incoming generations of orchestral employees have wildly different expectations from their predecessors. Is it time to challenge the traditional models of leadership and orchestral culture, to develop more collaborative, innovative, resilient and imaginative working environments? How might we do that? Join an interactive session to explore this vital issue, with **Catherine Arlidge MBE**, **Simon Webb**, Director, BBC Philharmonic Orchestra, and **Richard Wigley**, Managing Director, Ulster Orchestra.

REBOUND: THE REGENERATING ORCHESTRA

City of Music Studio

Working in deprived neighbourhoods is vital for helping young people make music, supporting diverse musicians and boosting well-being. This panel discusses making a difference through long term engagement using The Glasgow Barons, Govan's regeneration orchestra, as the starting point. Rejuvenating local halls with orchestral music, co-creating with local groups and musicians, employing local staff, we examine cultural challenges and

solutions. Led by **Paul MacAlindin**, Artistic Director, The Glasgow Barons, with **Peter Nicholson**, Director of Music, Sistema Scotland, **Kate Wimpres**, Chair, Scottish Urban Regeneration Forum and Director, North Edinburgh Arts, and **Steg G**, Station Head, Sunny Govan FM community radio.

12:45 LUNCH

13:45 REBOUND: THE GENDER AGENDA

Online/Buchanan Suite

In partnership with Help Musicians and the MU

If there is one area of inclusivity the orchestral sector continues to fall down on, it's gender balance in brass and percussion. What steps do we need to take to reverse the decades of gender bias? How do we remedy the systemic barriers to inclusion? Our panel, chaired by campaigner and consultant **Vick Bain** with percussionists **Beth Higham-Edwards** and **Paul Philbert MBE**, and horn player **Laetitia Stott**, lead the debate.

REBOUND: DIVERSIFYING THE REPERTOIRE

RSNO Centre

Inclusivity is not just about who we are, but what we play. And this will increasingly be taken into account by the agencies who fund us. **Jo Buckley** of Dunedin Consort leads a conversation on how we balance our role as guardians of the historical canon with the need to play works of relevance to the communities we serve. With **Meurig Bowen**, Chief Executive, Britten Sinfonia, **Elizabeth de Brito**, musicologist and producer of The Daffodil Perspective, and **Toks Dada**, Head of Classical Music, Southbank Centre.

REBOUND: Access and inclusion – music education revisited

City of Music Studio

In partnership with the ISM

Across the UK, steps are being taken to increase the prominence of music education. This session will look at the direction of travel from the perspective of each of the devolved nations and examine whether the proposed changes will tackle the inequalities and lack of provision that many children continue to face. Our panel will consider how to ensure that access and inclusion remains front and centre to prevent the talent pipeline from becoming increasingly narrow. Chaired by **Pauline Black**, Head of Music, University of Aberdeen, with **Phil Castang**, Director of Creative Learning and Engagement, Bristol Beacon, **Deborah Keyser**, Director, Tŷ Cerdd and **John Wallace CBE**, Chair, Music Education Partnership Group.

14:45 NETWORKING BREAK

15:15 REBOUND: BUILDING RESILIENCE

-16.15 In partnership with Help Musicians and the MU

Online/Buchanan Suite

Working in the music industry can really test your resilience. Even when the world is not battling a pandemic, the stark highs and lows, financial insecurity and anti-social working

hours can really take their toll. This session will explore how best to manage the highs and lows of working in music, including expert advice on how to build resilience and maintain wellbeing. Chaired by **Joe Hastings**, Head of Music Minds Matter, Help Musicians with musician **Gary Campbell** and **Dr Pippa Wheble**, General Practitioner, Performing Arts Medicine Specialist, Researcher, Lecturer and Breathwork Practitioner.

REBOUND: IT'S NOT EASY BEING GREEN

RSNO Centre

Glasgow's hosting of COP26 has given many a deeper understanding of the clear need for all in society to change how they function, with legal obligations for businesses a likely legacy as we work towards net zero in 2050 (2045 in Scotland). What are the implications for the orchestral sector, particularly in the movement of people, nationally and internationally? How can artists and organisations balance this necessary new reality with the belief and ambition for International cultural exchange? **Jamie Munn** of Nevis Ensemble and **Henry Southern** of HarrisonParrott lead the conversation.

REBOUND: INCLUSIVE ENSEMBLES

City of Music Studio

In partnership with Orchestras Live

Amidst the extreme challenges of the pandemic, many organisations have seized the opportunity to find fresh ways of bringing together diverse musicians and genres to create inclusive ensembles. This session will explore the outcomes and learning from significant projects in England and Scotland: Orchestras Live's digital initiative *Share Sound* which saw inspiration flowing between three professional orchestras, six music education hubs and hundreds of young musicians, and the work of Tinderbox in engaging with young people at community settings to increase confidence and build inclusive bands and orchestras. With **Stuart Bruce**, Senior Creative Producer, Orchestras Live and **Jed Milroy**, Assistant Director, Tinderbox Collective.

16:30 REBOUND: MUSICA PRACTICA

Online/Buchanan Suite

The eagerness to address barriers to classical music has been gaining momentum over the past few years. The formation of specialised ensembles like Drake Music Scotland's Digital Orchestra, BSO Resound, ParaOrchestra, NOYO, RNS Moves, and others has seen practical ways of bringing disabled musicians into music, not as tokens but as equals or leaders in the field. These developments have been extremely positive, but are still shrouded in mystery. ECHOES is a collaboration between Hebrides Ensemble, Drake Music Scotland, and Ben Lunn, with a performance on Saturday 12 February. This 30 minute online presentation will explore ways in which ensembles can think about working with disabled people. Offering practical examples and solutions, it will demonstrate how all orchestras can unlock the rich potential of inclusive music making on the concert stage. Presented by **Pete Sparkes**, Artistic Director and **Ben Lunn**, Associate Composer, Digital Orchestra from Drake Music Scotland, **Will Conway**, Hebrides Ensemble, and with musicians from Drake Music Scotland and the Hebrides Ensemble.

16.45 REFRESH: Scottish Ensemble & Royal Conservatoire of Scotland

Royal Conservatoire of Scotland

In-person delegates are invited to nip across the road to the Royal Conservatoire of Scotland for a free 30 minute event which brings together the renowned inventiveness of Scottish

Ensemble and the exceptional talent of RCS students. Expect to be refreshed sonically, visually and literally - a free drink will be included!

19:00 PRE-DINNER RECEPTION sponsored by the British Council

Candleriggs Bar, City Halls

20:00 CONFERENCE DINNER including **ABO Award** and **ABO/Classical Music Awards**

presented by **Myleene Klass**, presenter, Classic FM

Old Fruitmarket, City Halls

FRIDAY 11 FEBRUARY

09:00 REGISTRATION OPENS

Glasgow Royal Concert Hall

10:00 REBOUND: RECOVERY POSITION

Online/Buchanan Suite

As the UK Government proclaims a rebound from the pandemic, it's time to take stock of what recovery looks like across the nations. Chaired by **Katie Razzall**, Culture Editor, BBC News, with **Dame Susan Bruce**, Chair, Royal Scottish National Orchestra, **Phil George**, Chair, Art Council of Wales and **Lord Mendoza**, DCMS Commissioner for Cultural Recovery & Renewal.

REBOUND: Are we ready for the next generation of musicians?

RSNO Centre

What are we preparing our musicians for at pre and Conservatoire level? Does the training reflect the reality of the landscape that they will be part of and importantly, are we ready for them? **Samantha McShane**, Head of Artistic Planning, Royal Conservatoire of Scotland leads the discussion with **Sophie Lewis**, Managing Director, National Children's Orchestras, **David Watkin**, Head of Strings, RCS, **Daniel Pioro**, Soloist/Composer/Scottish Ensemble/RCS and **Simone Seales**, recent RCS graduate.

REBOUND: RECRUITMENT – what needs to change?

City of Music Studio

If our sector is to become fully inclusive, we need to ask questions about who and how we recruit. Does our system of auditions and trialling embed bias, and does it need to change? Do screened auditions work? How do we widen the net? **Lisa Tregale**, Director, BBC National Orchestra of Wales leads the conversation.

11:15 NETWORKING BREAK

11:45 REBOUND: THE BBC SESSION - embracing diversity

Online/Buchanan Suite

The BBC invites us to think about the creative opportunities of truly embracing diversity, inspired by Radio 3's latest project to surface forgotten works by historic diverse composers. Chaired by Controller of Radio 3 and head of socio-economic diversity at the BBC, **Alan Davey**, we speak to New Generation artist **Kunal Lahiry** and **Miranda Wayland**, Senior Head of HR, Diversity and Inclusion, BBC, to explore what the barriers to young diverse creative talent might be and what opportunities might be afforded creatively if as an industry we lean in to diversity more openly, attracting new audiences, new work, new ideas and new talent.

REBOUND: FIND YOUR WAY

RSNO Centre

A hugely popular session at recent conferences, this year's Find Your Way cohort give their perspective on our Rebound theme. With **Gordon Bragg**, sub-principal second violin, Scottish Chamber Orchestra, **Ellie Carnegie-Brown**, Executive Producer, Multi-Story Orchestra, **Miriam Crozier**, Marketing & Communications Manager, Ulster Orchestra, **Becky Eldridge**, Orchestra and Concert Manager, Orchestra of the Swan, **Hattie Rayfield**, Outreach Programme Manager and Development Officer, London Chamber Orchestra, and **Tammo Schuelke**, Artistic Planning Manager, Royal Scottish National Orchestra

REBOUND: THE ACCESSIBLE ORCHESTRA

City of Music Studio

With the expansion of digital presentation, orchestras are exploring opportunities to make performances accessible to a wider audience. What demand is there for signed and audio described performances and what sort of impact are we actually making? How can we present our work for a deaf or visually impaired audience and should it influence how we develop our live and digital work? Is there more we should or can be doing to improve access for prospective audiences? Join **Pippa Barnwell**, General Manager, Children's Classic Concerts, **Duncan Sutherland**, Projects and Creative Learning Manager, Scottish Ensemble and **Paul Whittaker OBE** for an open discussion and opportunity to share experiences.

12:45 LUNCH

14:00 REBOUND: THE INTERNATIONAL PERSPECTIVE

Online/Buchanan Suite

As the UK classical music sector returns to live concerts and looks towards the future, we take the temperature of the situation for our international counterparts. What challenges and opportunities are they discovering as they recover, and what do they think the future looks like for them? Is emerging from the pandemic as they predicted? What is the effect of new initiatives entered into over the last two years? Are the good intentions being realised, or is it back to business as usual? Chaired by **Cathy Graham OBE**, Director Music, British Council with **Fedina Zhou**, Shanghai Symphony Orchestra, China, **Juan Antonio Cuéllar**, National Symphony Orchestra of Colombia, **Mariam Karalashvili**, Tbilisi Youth Orchestra, Georgia and **Evgeny Stodushny**, Krasnoyarsk Regional Philharmonic, Russia.

REBOUND: CLOSING SESSION

RSNO Centre

...Playing to Learn...
...& Learning to Play...
...The StAMP* Way...
*St Andrews Music Participation

Presented and facilitated by **John Wallace CBE, Ellen Thompson, Bede Williams, Christine Smith, Tony George** and **Richard Michael**.

Join in the fun of discovering who you are through the lens of a musical instrument

With the pandemic busters -

our primary-age **DISCOVERING BRASS** children all the way over from Fife who have been blowing up a storm on-line the past eighteen months and now want to join a real live orchestra. Strings/woodwind/percussion...and lots more besides...

That's where you come in - conference delegates! Orchestra 2022 – the New ABO conference orchestra will be formed at 2pm on February 11 and disbanded by 3. An unrepeatable, once in a lifetime opportunity.

A musical voyage of discovery.....ebb & flow.....stars & spectra....the well of human knowledge.....

...with Discovering Brass

We will then hear from ABO Chair **Simon Webb** and finish with an invitation to delegates to the 2023 Conference.

15:30 REBOUND: WE NEED TO TALK ABOUT EXCELLENCE

Online/RSNO Centre

“Excellence” is both required and elusive. Excellence is also where many prejudices and biases thrive. Who determines what is excellent and why do they get to decide? How do we engage with “excellence” without replicating oppressive systems and practices? What does a reimaged, inclusive excellence look like? Is it attainable? How do we adjust our view of excellence to become more inclusive, expansive, and accurate? At OF/BY/FOR ALL, we reimagine how cultural institutions can work by offering practical tools and resources to help organizations become more of, by, and for diverse communities. One of the ways that can happen is to reevaluate our evaluations: are we measuring quality in ways that promote inclusion? By unpacking what we mean when we say “excellent,” we can build a more inclusive—and exceptional—cultural sector. Reimagine excellence and build a beautiful, revolutionary future. OF/BY/FOR ALL CEO **Courtney Harge** will talk about practical ways to engage with bias, oppression, and prejudice and how the obsession with excellence limits our potential.

16:00 CONFERENCE ENDS