

# Change Makers

Philip Flood, Andrew Miller, James Rose & Lisa Tregale



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**



# Andrew Miller

UK Government Disability Champion  
for Arts & Culture


# Lisa Tregale

Head of BSO Participate

Bournemouth Symphony Orchestra



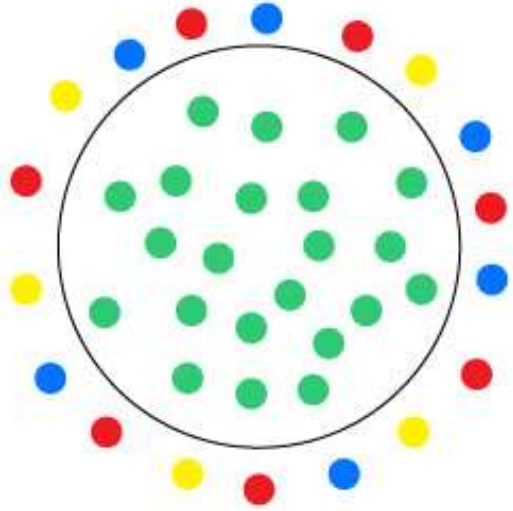
# What has Change Makers become?

- Catalyst
- Challenge
- Cross organisational working / ownership
- Individual change  Organisational change
- Global
- This is **NOT** a project

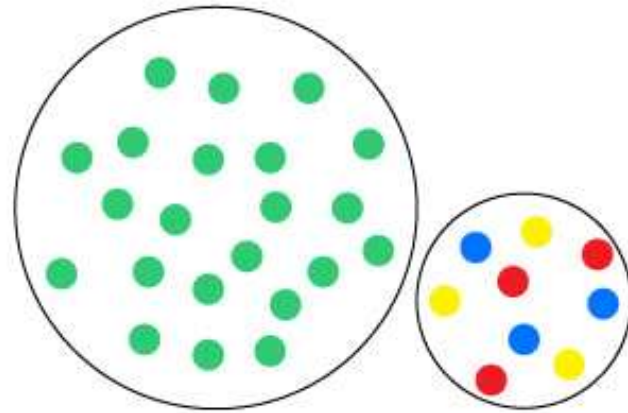
# Social Model



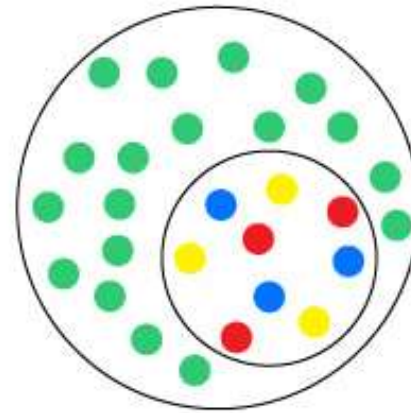
# Inclusion



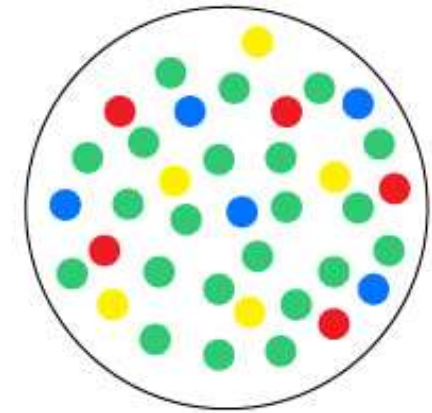
**Exclusion**



**Segregation**



**Integration**



**Inclusion**

# James Rose

Conductor / Change Maker

Bournemouth Symphony Orchestra



- Passion
- Drive
- Barriers
- Seeking every opportunity to conduct



- Discovering limits and pushing even further
- Developing score marking workflows



Home > Classical Music > Artist of the Month: James Rose



Toby Deller

Artist of the Month: James Rose

- Music theory and score study skills
- Meeting and working with amazing people



- Gained a graduate certificate with distinction specialising in conducting awarded by Trinity Laban Conservatoire of Music and Dance
- Exposure to the world





- Hone my craft
- Expand the repertoire
- Create a plan for progression



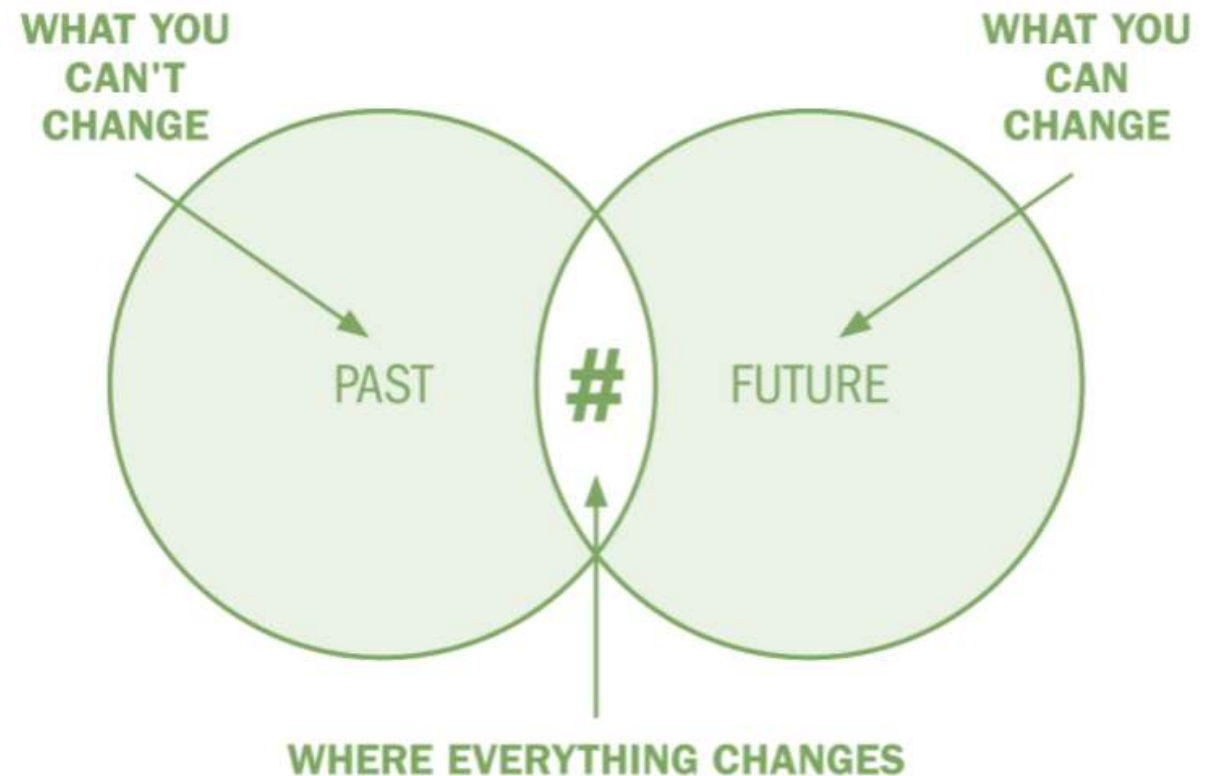
# Company process

- Recruitment
- Programming
- Commissioning
- Timescales
- Rehearsal
- Performance



# As an Arts professional

- Testing my own assumptions
- Social model
- Questioning
- Listening
- Fearlessness





# James & Resound

- Role models
- Confidence building
- Reflecting society
- New talent
- Audiences



~~DISABILITY~~



Philip Flood

Director

Sound Connections

# Key principles:



- Everyone is involved
- The social model of disability is central
- Senior management and trustees drive the change
- The highest artistic standards and quality are expected and maintained
- Opportunities for disabled people are created within every aspect of the organisation's work

*“Absolute commitment of BSO as a whole organisation and the ambition and excitement of James. They’ve gone into this fully invested, understanding economics of the orchestra and really embedded a culture change.*

*For BSO to do this shows a real leadership role”.*

Abid Hussain – Director - Diversity, Arts Council England

# Your turn

## Question & Answer



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**



# This is only the beginning

James

Champions

Product and processes

BSO Resound





# MUSIC INSURANCE DARE TO BELIEVE

The UK's No.1 musical instrument insurer.

**Allianz Musical Insurance is proud to be supporting BSO's pioneering work to build an inclusive musical world.**

[allianzmusic.co.uk](http://allianzmusic.co.uk)  
0330 100 9903

**Allianz** 

Supporting Partner of BSO Resound



**resound**  
bso disabled-led ensemble



# Call to ACTION

Individual change → Company change →

**Sector change**



# What are your next steps?



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**



# Thank you

Philip Flood, Andrew Miller, James Rose & Lisa Tregale



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**

