



STRATEGIC PLAN

WE BELIEVE

- That the wellbeing of our students and staff is integral to all our activity.
- In supporting students to be the best artists, performers, or entrepreneurs they can be.
- That the education that we provide should support students to realise their own identity and to graduate as individuals ready to make healthy, positive choices about their next steps.
- In vocations, not just 'jobs'.
- In supporting students to create the music, theatre and performing arts industries of the future, as well as prepare them for the ones that exist.
- In equipping students with an understanding of their role as artists in creating social value.
- That everyone has the right to work and study in an environment which doesn't discriminate through cultural, economic or social differences.
- That difference is to be acknowledged and celebrated, and students and staff should feel able to be true and authentic in what they learn, study and teach.
- That the whole of Leeds is our campus – we support and respect our region and will work to be an integral part of its growth and success.
- We produce successful graduates, world class in their respective fields.
- That creativity and artistic excellence should be at the centre of our students' experiences.

STRATEGIC AIMS EQUITY

We aim to

- Create an inclusive working and learning environment, where everyone's background and experience is respected and championed
- Give proactive support to those who experience disadvantage or discrimination
- Recognise diversity as a core strength of the conservatoire – in our curriculum, recruitment and retention, our approach to teaching and learning, and in our buildings and services
- Commit to the de-centering of dominant cultures within our curriculum
- Use our influence in national and international networks to contribute to the EDI agenda across the whole of the education, music and performing arts industries
- Ensure students and staff feel safe - physically, artistically and emotionally

STRATEGIC AIMS ACADEMIC COMMUNITY

We aim to

- Develop core curricula which are high quality, exciting, inventive and artistically challenging, and which support students in their personal and professional growth while they're with us and beyond
- Offer a range of flexible, adaptable and accessible activities which give students opportunities to collaborate and tailor their own learning experiences
- Collaborate with alumni, artists and cultural organisations to build a contemporary and forward-looking curriculum, offering students the widest possible insight and experience
- Deliver curricula in physical and digital environments which are fit for purpose and are developed to complement teaching, learning and accessibility needs
- Develop our staff as part of a community which promotes academic and artistic enquiry, scholarship and practice

STRATEGIC AIMS SUSTAINABILITY

We aim to

- Become financially sustainable for the long-term, providing value for money for students and fair and equitable arrangements for staff
- Develop an institutional culture of mutual reward and value where people, their work and their contribution to the conservatoire community are valued
- Embed environmental sustainability across the conservatoire, in how we develop our curriculum and our practices as artists, makers and educators.
- Contribute to sustainability of the Arts and Education in the region, liaising with government, regional stakeholders and policy makers to have the Leeds voice heard in future planning.
- Develop partnerships and pursue funding that will allow us to achieve our sustainability aims over the long term