

The National Piping Centre Equality, Diversity & Inclusion Policy

This policy applies to: Staff, Freelancers, Students, Visitors & Audiences.

This policy was reviewed on: 19/01/2026 by: Callum Stamper (Commercial Director)

This policy is due for review by: 31/01/2027

Equalities Diversity and Inclusion 2025-2028

Mission

Enriching lives through piping.

We are working to foster a vibrant and inclusive community that embraces its rich cultural heritage worldwide while promoting innovation and excellence.

Establishing and maintaining a clear, impactful EDI strategy and action plan is central to delivering this mission.

Our vision for EDI

We are working to develop and maintain a diverse, inclusive community connected by the benefits offered by the living Piping tradition. As such we are working to ensure that Piping and Traditional Arts are accessible to, and for the benefit of, all.

We aim for our workforce to represent all sections of society truly and for each employee to feel respected, included and able to realise their potential.

We believe diversity and creativity go hand-in-hand, if we want to increase the breadth and quality of our work we need to include a diverse mix of voices and perspectives.

Our Commitments:

- Our workforce and stakeholders reflect the increasing diversity of Scotland's population

- Opportunities we offer to engage with NPC are inclusive and accessible throughout Scotland.
- Employment opportunities in and with our organisation are fair, socially inclusive and reflect national data for gender, ethnicity, disability and age.
- Our staff are genuinely committed to, and confident in mainstreaming, EDI throughout the organisation.

Our EDI Strategy 2025-2028

Over 2025-28, we intend to mainstream EDI amongst our team and stakeholders. We will work to identify and remove inclusion barriers so that anyone from across society can engage with NPC opportunities without cause for accessibility concerns.

Our EDI Action Plan focuses on five protected characteristics as laid out in the Equalities Act 2010 namely: Age; Disability; Race/Ethnicity; Sex and Sexual Orientation. We are also including Socio-economic Deprivation which although not a protected characteristic is a prevalent concern within our community. Although we are committed to providing safe, inclusive and equitable experiences and opportunities for people with any protected characteristic, we have chosen those listed here as the focus for 2025-28 to ensure tangible, measurable and sustainable outcomes from this period.

What we're doing and why:

Mainstreaming EDI: We are working to embed EDI into the heart of how we work, across our activity and decision making. We aren't looking to compartmentalise our approach to EDI and we aren't looking to create other places in our programme for those with perceived Access barriers to engage with us, we aim to transform the nature of our activity to deliver equity across all programmes.

Using diversity targets: We are using diversity monitoring and targets to benchmark our approach. If we want to reflect Scotland's diverse society then quantitative monitoring is a helpful guide to how well we are currently reflecting that cross-section.

Working to visible horizons: Our Vision for EDI is something we intend to iterate on and we realistically intend to keep improving on how we are living up to our values. However, we're planning and working within visible time horizons, on a three year action plan, with annual reporting to ensure momentum and enable practical application amongst our workforce.

What we're not doing and why:

We're not attempting to do everything at once: Our EDI Action Plan is calibrated to the resources and scope available. It's important to us to make meaningful progress in this area and we'd rather achieve a limited amount while making a significant impact than an inch of progress in many different directions.

We're not installing Quotas for Workforce Diversity: Whilst we believe targets around quantitative diversity data are useful, we are not installing employment quotas. We will continue to recruit on each individual's talent and skill, and ensure we're providing everyone with fair access to employment opportunities at NPC. We believe hiring people because of their protected characteristics has the potential to be patronising and offensive for that individual.

EDI Outcomes

By 2028 we intend to have:

- developed a more robust understanding of our ongoing position and reach as an organisation;
- have successfully embedded EDI mechanisms and thoughtful awareness across our workforce, i.e. 'mainstreamed' EDI;
- Increased our reach to the priority groups identified in our action plan and consolidated demonstrable, increased access to our activity for each;
- developed more effective mechanisms for dialogue around EDI both internally and externally, right up to board level. Thereby enabling more impactful circular development from our annual EDI Action Plans and EDI strategy;
- developed our individual staff and organisational capacities for EDI monitoring through training, systems development and appropriate staff development.

SWOT Analysis of Current Position

STRENGTHS	WEAKNESSES
<p>We have been increasing opportunities for a more diverse group of people in the traditional arts through our engagement projects, including Piping Live! And are established as the centre of the global and national Piping communities.</p> <p>We have developed annual EDI Policy & Action plans, which has progressed our understanding and performance around EDI at the NPC.</p> <p>We've started to implement disability Awareness training, tailored to our programmes, through our Trainee Tutor programme.</p> <p>We have developed our first Braille menus in our restaurant.</p> <p>We have started utilising the Welcome App.</p> <p>We have provided Deaf Awareness training to our tuition staff.</p> <p>We're collaborating with inclusion partners such as Drake Music Scotland and Deaf Action Scotland.</p> <p>We reflect and promote Gaelic culture in our programming and its significance in Piping demonstrates itself by the use of Gaelic tune titles and repertoire in our learning materials.</p> <p>We offer subsidised access to activity, particularly with our Weekend Piping Club and NYPBS programmes.</p> <p>We have formed an initial EDI steering group</p>	<p>We haven't explicitly appointed an EDI lead or ensured they have the resources and time available to dedicate to this.</p> <p>Our EDI steering group isn't very diverse and it's too small.</p> <p>Our current EDI action plan is currently limited to the scope of a year, as opposed to three. This means there's a lack of clarity beyond this on what our EDI priorities and objectives are in the longer term.</p> <p>Our website makes it hard to find information on our EDI action plan, strategy or policy.</p> <p>EDI data gathering across all activity is inconsistent and we don't currently have capacity or efficient mechanisms to enable more continuity here.</p> <p>At all levels of the organisation, there are challenges around the recruitment of a fully diverse workforce with the required skill set.</p> <p>We don't have current Anti-Racism or Language Inclusion plans.</p>

OPPORTUNITIES

To develop new relationships with inclusion partners and ASN schools in our area.

To further mainstream inclusion and diversity across our work.

To implement a robust EDI monitoring system. We've now implemented an improved booking system and started piloting other digital tools which all offer the opportunity to create a more useful and automated EDI data collection system.

To develop clearer EDI action plans and train our staff in this area.

Develop Board diversity through observer opportunities or other mechanisms to facilitate broader perspectives.

To establish very clear EDI objectives and strategies from 2025-28.

THREATS

The wider economy. Families and priority groups on low to middle incomes are finding it increasingly difficult to access activity that requires travel and/or participation fees.

Lack of staff capacity means there's a threat to EDI 'falling through the cracks' in project planning and delivery.