



Luminosa Music
A NEW ORCHESTRA for GALWAY

Equality, Diversity & Inclusion (EDI) Policy

The Luminosa String Orchestra

(Luminosa Music CLG)

Prepared February 2026

Lucy Hayward O'Leary for

Luminosa Music CLG

The Luminosa String Orchestra

1. Purpose

The Luminosa String Orchestra is committed to creating an environment where everyone can participate in, contribute to, and enjoy classical music equally — as performers, staff, volunteers, or audience members.

As a small, project-funded organization, we recognize that diversity and inclusion strengthen both our artistic expression and community impact.

This policy outlines our commitment to ensuring equality of opportunity, fair treatment, and respect for all.

2. Scope

This policy applies to:

- All musicians, artistic and administrative staff (paid or volunteer)
- Guest artists and conductors
- Board members and volunteers
- Audience members, partners, and participants in outreach projects

3. Our Commitment

We aim to:

1. Promote equality of opportunity in recruitment, programming, and participation.
2. Foster a culture of dignity and respect, free from discrimination, harassment, or victimization.
3. Represent and engage a wider range of communities through our music-making.
4. Champion equity by identifying and removing barriers to inclusion.
5. Reflect Ireland's rich diversity across our workforce, audiences, and programming.

4. Legal Framework

This policy aligns with:

- The Employment Equality Acts 1998–2015
- The Equal Status Acts 2000–2018
- Arts Council of Ireland: Equality, Human Rights and Diversity Policy and Strategy (2019–2025)
and related guidance from Safe to Create and Irish Human Rights and Equality Commission (IHREC).

We recognise the nine grounds of discrimination under Irish law:

Gender, Civil status, Family status, sexual orientation, Religion, Age, Disability, Race (including nationality or ethnic origin), Membership of the Traveller community.

5. Implementation Areas

5.1 Recruitment & Engagement

- Advertisements for positions, auditions, and participation will use inclusive language and be circulated widely.
- Selection will be based on merit, skill, and potential — not on any protected characteristic
- Auditions are held 'blind' so that the professional panel cannot see the auditionee, only hear their playing.
- Every auditionee is required to play from a list of orchestral excerpts along with two contrasting pieces of their own choosing.
- Reasonable accommodations will be provided for applicants or musicians with disabilities.
- Volunteers and interns will be treated with the same fairness and respect as paid staff.

5.2 Programming & Artistic Decisions

- Strive for diversity in composers, performers, and collaborators.
- Encourage programming that explores different cultures, genders, and perspectives.
- Where possible, commission or perform works by Irish and underrepresented composers.

5.3 Working Environment

- Rehearsals and performances must be free of discriminatory behaviour, bullying, or harassment.
- All team members should uphold Safe to Create principles — ensuring consent, dignity, and mutual respect.
- Concerns can be raised confidentially with the designated E.D.I. Officer or Artistic Director.

5.4 Access and Participation

- Venues and rehearsal spaces will be assessed for accessibility where possible.
- Reduced-cost tickets can be accessed by pensioners and students and those on a low wage.

5.5 Fair Pay and Fair Practice

- Luminosa is committed to our Fair Pay, Fair Practice policy as set out by the Arts Council of Ireland in their publication in 2025. Our policy is published on our website and ensures that we are doing everything we can to protect artists rights when it comes to pay and conditions, ensuring our pay is commensurate and current.

6. Accountability and Responsibilities

Role	Responsibility
Board of Directors	Upholds and reviews the policy, ensures compliance, and leads by example.
Artistic Director / Project Manager	Embeds EDI principles in programming, contracting, and artistic choices.
All Musicians and Staff	Treat everyone with respect, report any breaches or concerns.
EDI Officer (appointed)	Supports inclusive practices, offers guidance, and receives confidential reports.

7. Reporting and Resolution

- Any individual who experiences or witnesses discrimination or exclusion should report it to the E.D.I. Officer Lucy Hayward O’Leary or the Artistic Director.
- All complaints will be handled confidentially, promptly, and fairly, following a clear process.
- Retaliation against individuals raising concerns will not be tolerated.

8. Monitoring and Review



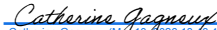


- The Board will review this policy annually or after major projects.
- Data (where collected) on participation and representation will be used only in anonymized form to inform future planning.
- Feedback from musicians, audiences, and partners will help evaluate progress.
- Annual reporting to funders (including The Arts Council or Creative Ireland) will include EDI outcomes and future goals.

9. Policy Statement

The Luminosa String Orchestra celebrates the power of classical music to connect people across boundaries.

We are committed to equality, diversity, and inclusion in every aspect of our work — ensuring that all who create, perform, and experience our music feel welcome, valued, and respected. We believe every artist and audience member should feel *safe to create* and *free to belong*.

Signed by the board of Trustees

Chairman Andrew Barber	 <small>Andrew Barber (Mar 11, 2026 08:05:40 GMT)</small>	Date	<u>11/03/26</u>
Secretary Michael Noone	 <small>Michael Noone (Mar 10, 2026 19:26:56 GMT)</small>	Date	<u>10/03/26</u>
Catherine Gagneux	 <small>Catherine Gagneux (Mar 10, 2026 18:43:49 GMT)</small>	Date	<u>10/03/26</u>
James Harrold	 <small>James Harrold (Mar 14, 2026 20:59:11 GMT)</small>	Date	<u>14/03/26</u>
Michael Dooley	 <small>Michael Dooley (Mar 10, 2026 18:47:03 GMT)</small>	Date	<u>10/03/26</u>












E.D.I Policy Luminosa Music 2026

Final Audit Report

2026-03-14


Created:	2026-03-10
By:	Luminosa Music CLG (lucy@luminosa.ie)
Status:	Signed
Transaction ID:	CBJCHBCAABAAh2NX3O5dt7oWkfQPmw0Tj-Ce43pk-Gx_

"E.D.I Policy Luminosa Music 2026" History

-  Document created by Luminosa Music CLG (lucy@luminosa.ie)
2026-03-10 - 6:09:21 PM GMT- IP address: 51.186.2.244
-  Document emailed to Andrew Barber (ajbarber53@gmail.com) for signature
2026-03-10 - 6:09:25 PM GMT
-  Document emailed to Michael Noone (pjmnpjmn@gmail.com) for signature
2026-03-10 - 6:09:25 PM GMT
-  Document emailed to James Harrold (jcharrold@gmail.com) for signature
2026-03-10 - 6:09:25 PM GMT
-  Document emailed to Catherine Gagneux (catherinegagneux@gmail.com) for signature
2026-03-10 - 6:09:26 PM GMT
-  Document emailed to Michael Dooley (michaelbassoon@icloud.com) for signature
2026-03-10 - 6:09:26 PM GMT
-  Email viewed by Andrew Barber (ajbarber53@gmail.com)
2026-03-10 - 6:36:41 PM GMT- IP address: 66.249.93.65
-  Email viewed by Catherine Gagneux (catherinegagneux@gmail.com)
2026-03-10 - 6:43:27 PM GMT- IP address: 66.249.93.65
-  Document e-signed by Catherine Gagneux (catherinegagneux@gmail.com)
Signature Date: 2026-03-10 - 6:43:49 PM GMT - Time Source: server- IP address: 51.199.72.12
-  Email viewed by Michael Dooley (michaelbassoon@icloud.com)
2026-03-10 - 6:45:24 PM GMT- IP address: 80.233.48.211
-  Document e-signed by Michael Dooley (michaelbassoon@icloud.com)
Signature Date: 2026-03-10 - 6:47:03 PM GMT - Time Source: server- IP address: 80.233.52.211

 Email viewed by Michael Noone (pjmnpjmn@gmail.com)


2026-03-10 - 7:26:16 PM GMT- IP address: 37.228.243.65

 Document e-signed by Michael Noone (pjmnpjmn@gmail.com)

Signature Date: 2026-03-10 - 7:26:56 PM GMT - Time Source: server- IP address: 37.228.243.65

 Document e-signed by Andrew Barber (ajbarber53@gmail.com)

Signature Date: 2026-03-11 - 8:05:40 AM GMT - Time Source: server- IP address: 51.199.70.223

 Email viewed by James Harrold (jcharrold@gmail.com)

2026-03-14 - 12:10:15 PM GMT- IP address: 66.249.93.65

 Document e-signed by James Harrold (jcharrold@gmail.com)

Signature Date: 2026-03-14 - 8:59:11 PM GMT - Time Source: server- IP address: 51.186.13.11

 Agreement completed.

2026-03-14 - 8:59:11 PM GMT