

# Beyond the Music: Mentoring Scheme

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**ARTS COUNCIL  
ENGLAND**

Reg Company No: 6397532 Charity No: 1121975



## Attitude is Everything's Beyond the Music Project

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Beyond the Music is a three-year project by Attitude is Everything, funded by the National Lottery Community Foundation.

The project is focused on improving the accessibility of the music and live events industries for staff, volunteers, freelancers and entrepreneurs who identify as Deaf, disabled or neurodiverse or who have a long-term health condition. We are achieving this through a combination of talent and organisational development.

Attitude is Everything have 21 years of experience working with audiences and the industry to make live music more accessible for Deaf and disabled people. We are an Arts Council England funded National Portfolio Organisation and have delivered international projects in the EU, Norway, Australia, Russia, Japan, India, Pakistan, Bangladesh and Nepal.

We have worked with major events organisers such as Glastonbury, Festival Republic and AEG, major venues such as the O2, Manchester Arena and the Scottish Events Campus and organisations such as the PRS Foundation, the BBC and the British Council.

## How will the mentoring scheme work?

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- We will ask some questions to create profiles of the mentors and mentees so we can match people together and give you a basis to get to know each other.
- We will arrange an initial meeting with the mentor and mentee. During that meeting we will agree a goal that the mentor will support the mentee to accomplish.
- We will also support the mentor and mentee to create a framework of rules and expectations
- The mentee will be responsible for arranging follow-up meetings but we would like the mentor to agree to approximately 6 – 8 meetings over a 9 month period.
- We will arrange two follow-up meetings with Attitude is Everything, the mentor and mentee.
  - One at four months
  - One at nine months
- We will have a follow-up conversation three months later to learn what progress has been made.

## Whats in it for everyone?

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### What will the mentor get out of it?

- Experience of guiding and supporting a new entrant into the music industry and helping someone to reach a defined goal.

### What will the mentee get out of it?

- Support to achieve a specified goal which will support them in developing their career in the music industry.

## Support

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- We will provide a mentoring agreement and resources.
- We will provide mentors with examples of topics and questions to support discussion.
- We will also provide both mentor and mentee with tips to get the most out of mentoring.
- We will provide mentors with a briefing on:
  - What to expect
  - Maintaining personal boundaries
  - Maintaining confidentiality
  - Safeguarding
  - Etiquette and managing conflict
- We will be on hand to provide support as needed.

## Keeping everyone safe

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- If you are a mentee who is not getting a response from your mentor within two weeks, or a mentor who has not heard from their mentee for two months, please let Attitude is Everything know
- We recommend meeting online via Zoom or Teams. Please think very carefully before sharing personal contact details.
- If you do decide to meet in person at any point, only do so in a public place. Let Attitude is Everything know the meeting is happening and let a friend or relative know where you are going and when you expect to be back.
- If you have any concerns about the person you are mentoring, please contact the Attitude is Everything team at the earliest opportunity.
- If you do not feel comfortable or safe around the person you are mentoring, or being mentored by, let Attitude is Everything know at the earliest opportunity. You do not have to – and should not – continue to meet someone you do not feel comfortable around and it is perfectly okay to identify that.

Our key priority is that you are able to demonstrate a commitment to developing and diversifying the music workforce and have the capacity to successfully participate in the programme.

## Contact

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### **If you are a potential Mentor & want to find out more about the project**

Johann Meux – Skills Development Manager

-  – 54 Chalton Street, London, NW1 1HS
-  – [johann@attitudeiseverything.org.uk](mailto:johann@attitudeiseverything.org.uk)

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