Report
Professional music structures
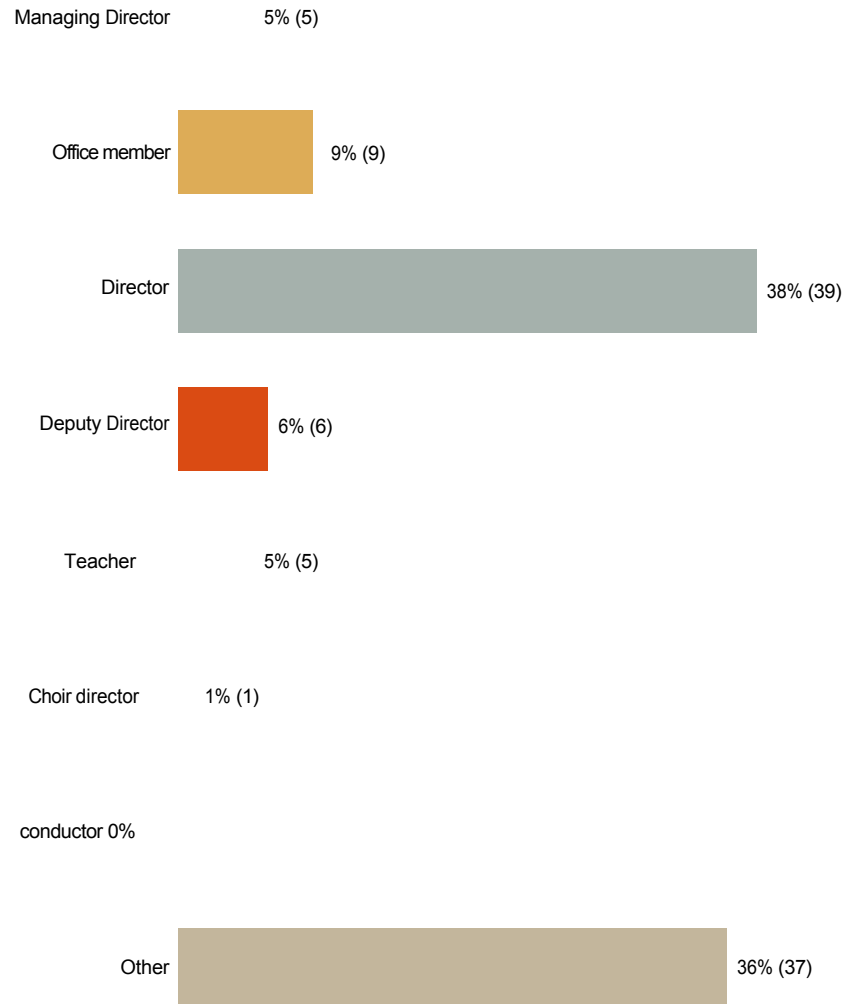
Profile of respondents

What is your job title?

- Managing Director — 5% (5)
- Office member — 9% (9)
- Director — 38% (39)
- Deputy Director — 6% (6)
- Teacher — 5% (5)
- Choir director — 1% (1)
- conductor — 0%
- Other — 36% (37)

Are you a disability adviser?

- yes — 26% (27)
- no — 74% (77)
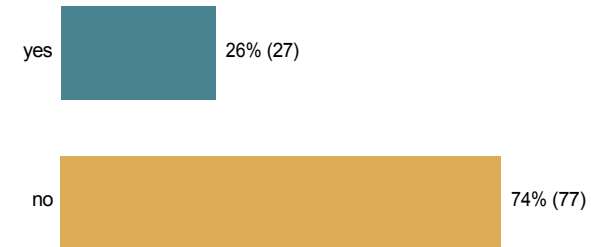
Structure

Year your organisation was founded

Year	%
1884	1%
1944	1%
1950	1%
1960	1%
1972	1%
1973	1%
1978	1%
1979	1%
1982	3%
1983	1%
1984	1%
1985	1%
1988	1%
1989	4%
1990	4%
1991	1%
1992	1%
1994	3%
1995	1%
1996	1%
1997	8%
1998	5%
2000	4%
2002	1%
2005	5%
2007	4%
2008	3%
2010	3%
2011	6%
2012	6%
2013	4%
2015	6%
2016	1%
2017	3%
2018	1%
2019	3%
2020	3%
2022	3%
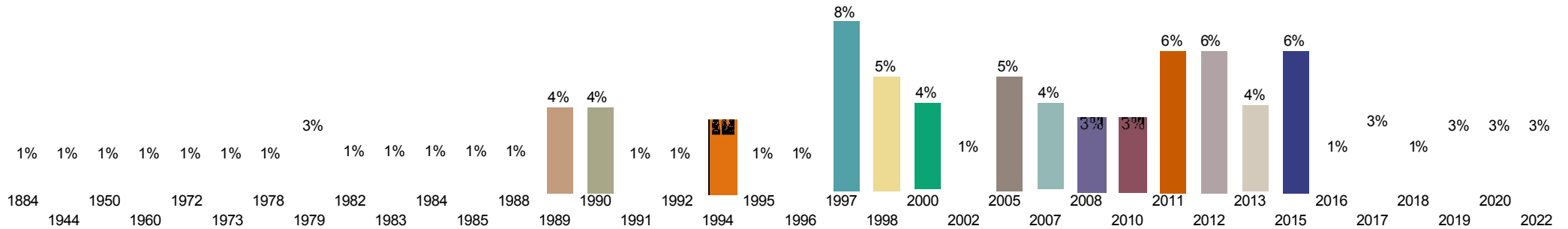
Status of your organisation

Local authority	13% (13)
Régie	7% (7)
Association	68% (69)
Self-employed	4% (4)
SA	0%
Other	9% (9)
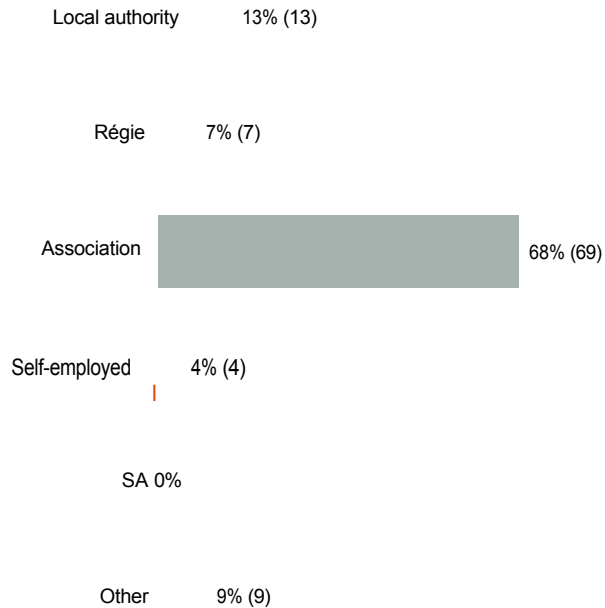
Organisations subsidising your structure

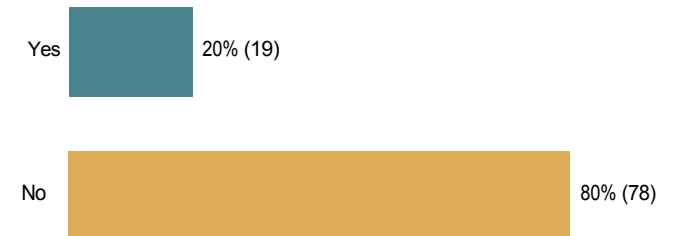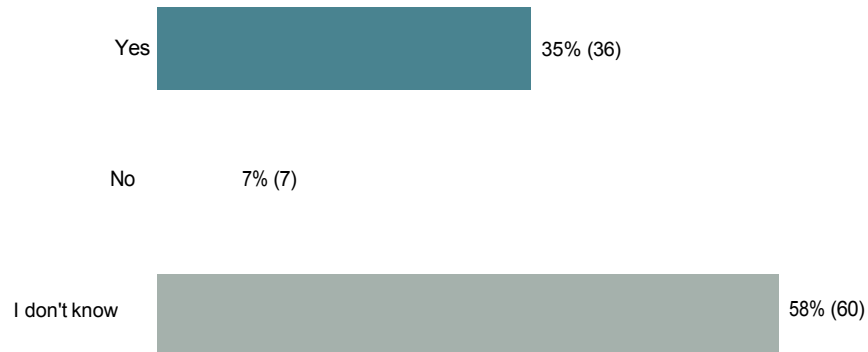|	
European Union	2%
Status	17%
Region	16%
Department	19%
Intercommunality	12%
Municipality	19%
Sponsor	8%
Other	7%
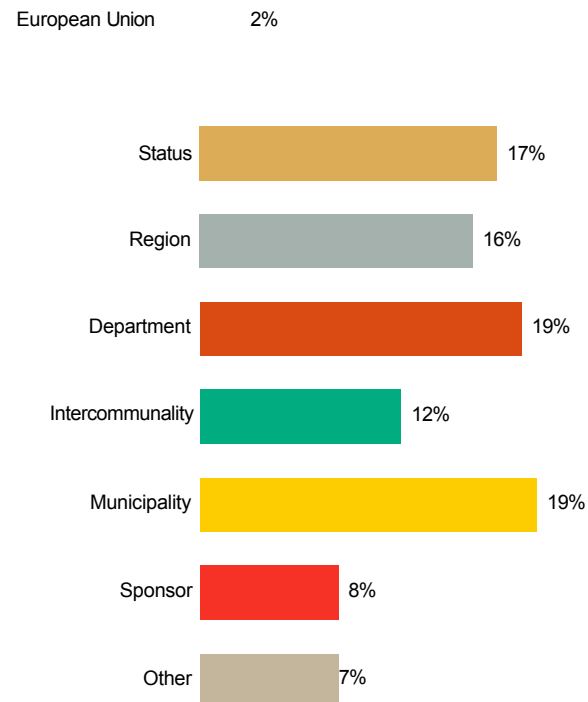
Institutional and territorial environment

Is there a plan for the inclusion of people with disabilities (PWDs) at local level? territorial?

Yes — 19% (14)

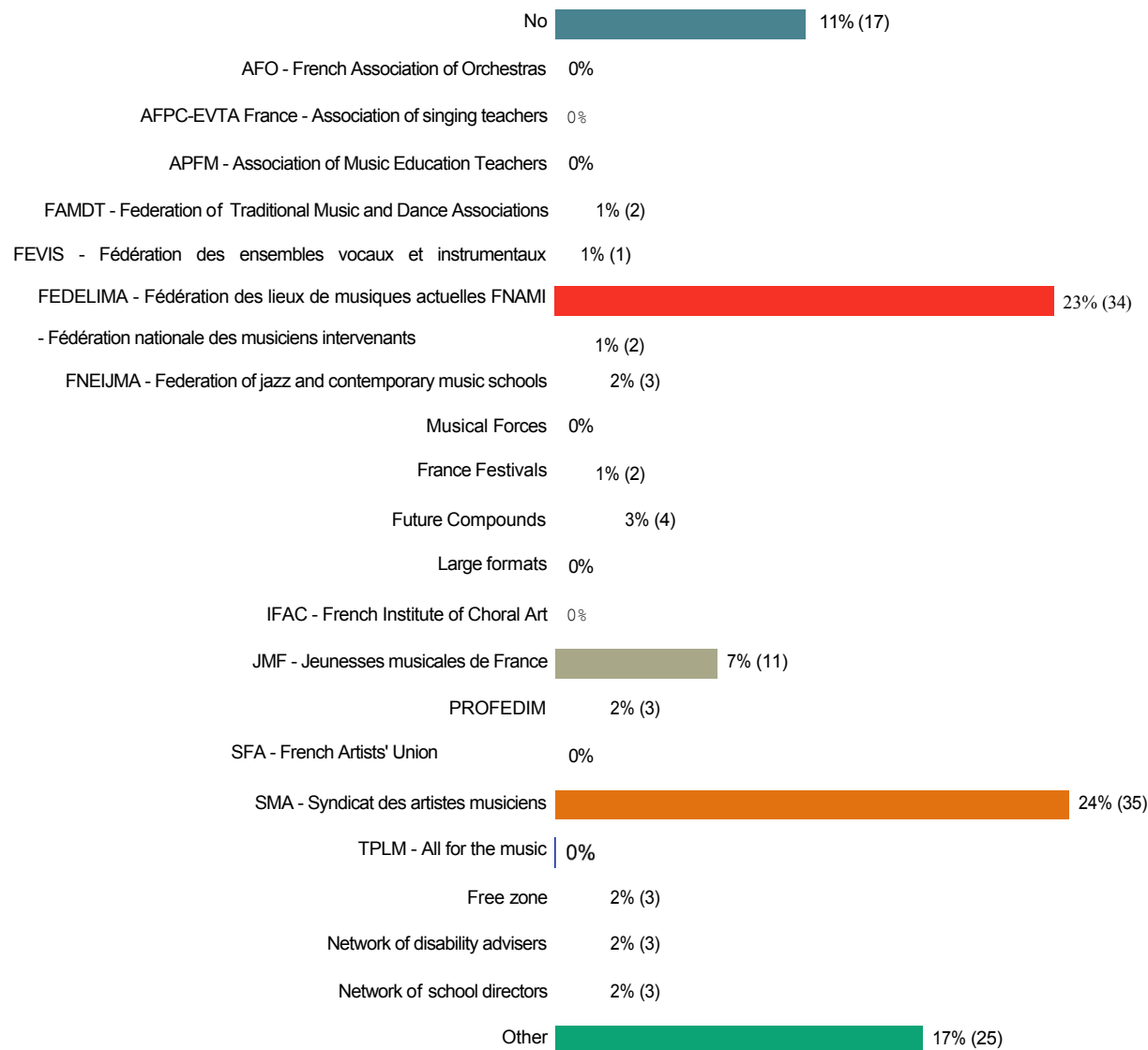No — 11% (8)

I don't know — 69% (50)
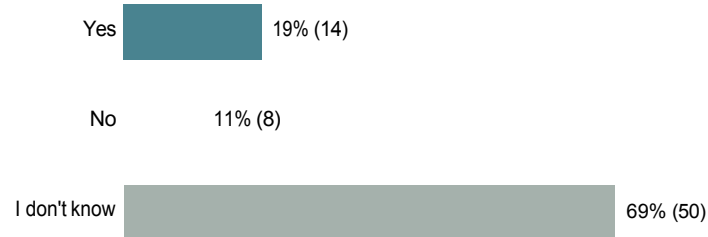
Are there any project support or structuring aids for cultural accessibility? benefited from any in the 2 last few years? local or departmental?

Yes — 35% (36)

No — 7% (7)

I don't know — 58% (60)

Has the organisation last few years?

Yes — 20% (19)

No — 80% (78)

What networks or unions does the organisation belong to?

Response	Percentage (count)
No	11% (17)
AFO - French Association of Orchestras	0%
AFPC-EVTA France - Association of singing teachers	0%
APFM - Association of Music Education Teachers	0%
FAMDT - Federation of Traditional Music and Dance Associations	1% (2)
FEVIS - Fédération des ensembles vocaux et instrumentaux	1% (1)
FEDELIMA - Fédération des lieux de musiques actuelles FNAMI	23% (34)
- Fédération nationale des musiciens intervenants	1% (2)
FNEIJMA - Federation of jazz and contemporary music schools	2% (3)
Musical Forces	0%
France Festivals	1% (2)
Future Compounds	3% (4)
Large formats	0%
IFAC - French Institute of Choral Art	0%
JMF - Jeunesses musicales de France	7% (11)
PROFEDIM	2% (3)
SFA - French Artists' Union	0%
SMA - Syndicat des artistes musiciens	24% (35)
TPLM - All for the music	0%
Free zone	2% (3)
Network of disability advisers	2% (3)
Network of school directors	2% (3)
Other	17% (25)

Accessibility of buildings and premises

As regards your usual place of business, your structure is

- owner — 11% (6)
- paying tenant — 31% (17)
- free or symbolic tenant — 53% (29)
- I don't know — 5% (3)
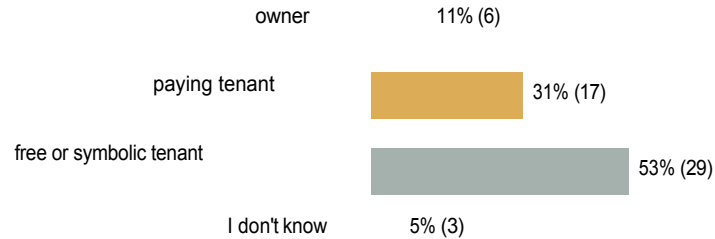
Does your establishment have a Public Accessibility Register (RPA)?

- Yes — 15% (11)
- No — 46% (34)
- I don't know — 39% (29)
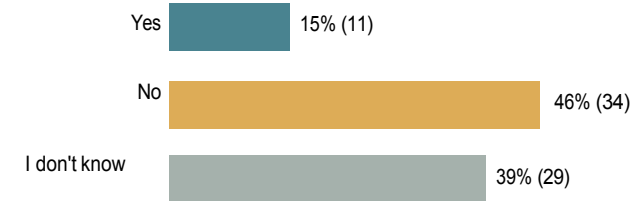
is a diagnosis of the accessibility of the built environment of your place of practice necessary?

- directed — 32% (24)
- in progress — 8% (6)
- not realised — 32% (24)
- I don't know — 28% (21)

has the accessibility c e r t i f i c a t e been

- obtained — 75% (18)
- 0% not obtained
- Don't know — 25% (6)
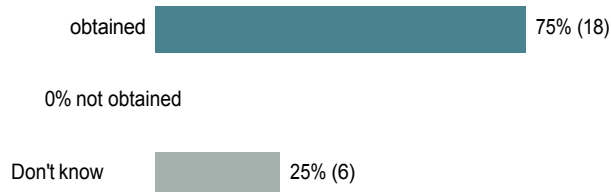
Is there regular maintenance of accessibility equipment (particularly lifts)?

- Yes — 75% (9)
- No — 17% (2)
- Don't know — 8% (1)
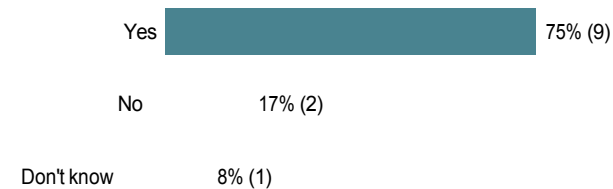
Accessibility of buildings and premises

There are references to the inclusion of people with disabilities in

The structure project   56% (32)

Rules of procedure   26% (15)

The Single Risk Assessment Document professional (DUERP)   18% (10)

Employees (including artists)
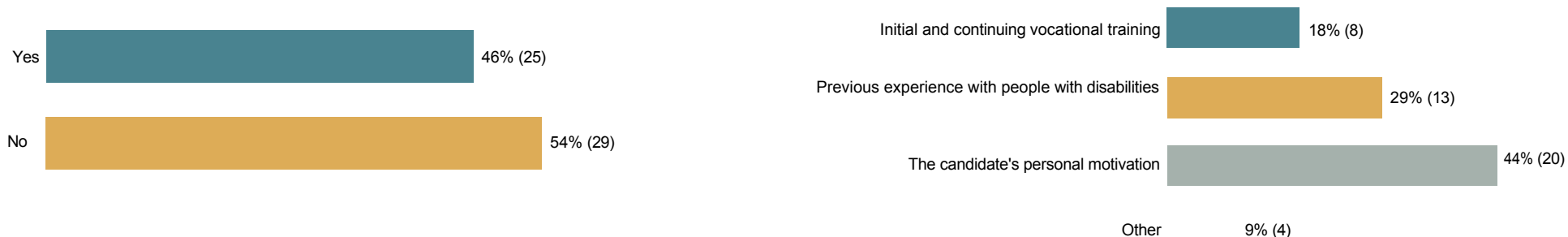
Employees at 31/12/2022

	Workforce	FTE	PSH	PSH-FTE
Total number of...				
Total				
Number of FTEs				
Number of employees				
Management				
Artistic				
Administration				
Production				

Volunteers

	Average	Sum
Workforce	62	3 041
of which PSH	1	37
Total	38	3 078

Disability Officer

Does your organisation have a disability officer?

Yes — 46% (25)

No — 54% (29)

What criteria were used to appoint the disability adviser?

Initial and continuing vocational training — 18% (8)

Previous experience with people with disabilities — 29% (13)

The candidate's personal motivation — 44% (20)

Other — 9% (4)

What are its main tasks?

Reception and information for the disabled — 24% (15)

Welcoming and informing disabled employees throughout their career — 8% (5)

Artistic and educational support for disabled people throughout the activities — 21% (13)

Advice and resources for the team — 24% (15)

Contributing to the dynamic of inclusion at the structure and regional levels — 23% (14)

How is the role formalised?

Job description — 36% (15)

Mission made public to users — 26% (11)

Explained mission within the team — 36% (15)

Other — 2% (1)
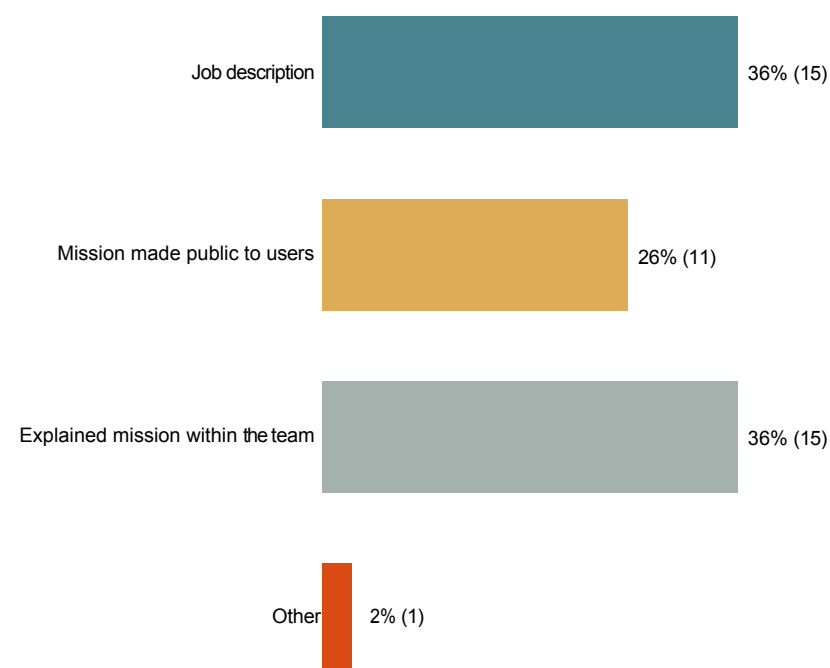
Disability Officer

Does it have time dedicated to the role of referent?

- Yes — 41% (9)
- No — 59% (13)

The creation of a certification or diploma for the Do you think it's necessary to have a disability?

- Yes — 45% (23)
- No — 55% (28)

Do you think it is necessary to appoint a disability adviser?

| 40% (20) | 28% (14) | 30% (15) | 2 (1) |

- Yes, definitely
- Somewhat yes
- Somewhat no
- No, not at all

Are there any plans to appoint a disability representative?

- Yes — 36% (15)
- No — 45% (19)
- Don't know — 19% (8)

How soon?

- This year — 27% (6)
- Within 3 years — 55% (12)
- In the longer term — 18% (4)
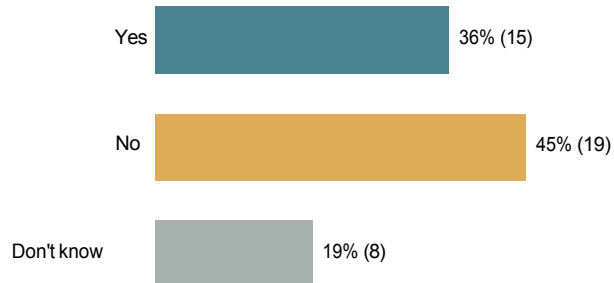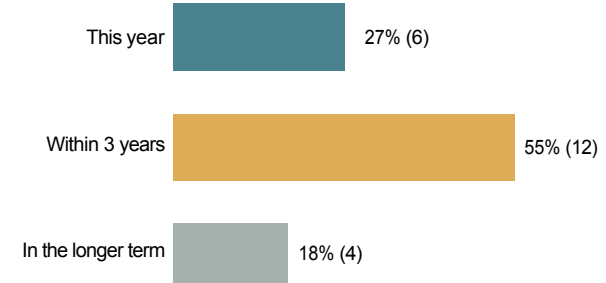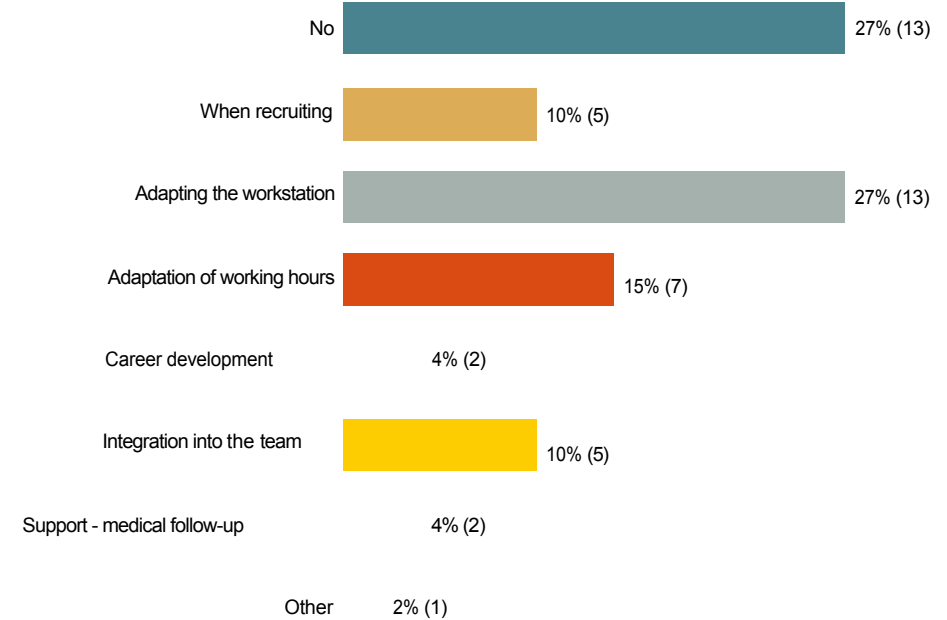
Systems and tools

In your organisation

The skills development plan takes disability into account — **53% (20)**

Skills in the field of disability are taken into account at the time of recruitment — **47% (18)**

Are there any special arrangements for staff/employees who are recognised as disabled workers (ROTH)?

No	27% (13)
When recruiting	10% (5)
Adapting the workstation	27% (13)
Adaptation of working hours	15% (7)
Career development	4% (2)
Integration into the team	10% (5)
Support - medical follow-up	4% (2)
Other	2% (1)

The company has the following in-house resources

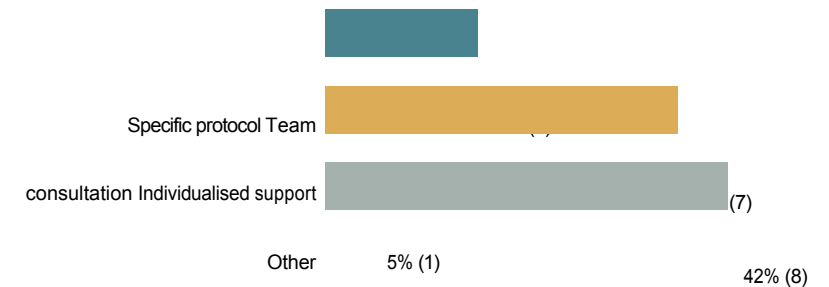|	
an occupational physician	83% (5)
an occupational nurse	17% (1)

What monitoring systems and tools have been put in place?

Specific protocol Team	
consultation Individualised support	(7)
Other	5% (1)
	42% (8)

Audiences (shows, workshops, etc.)

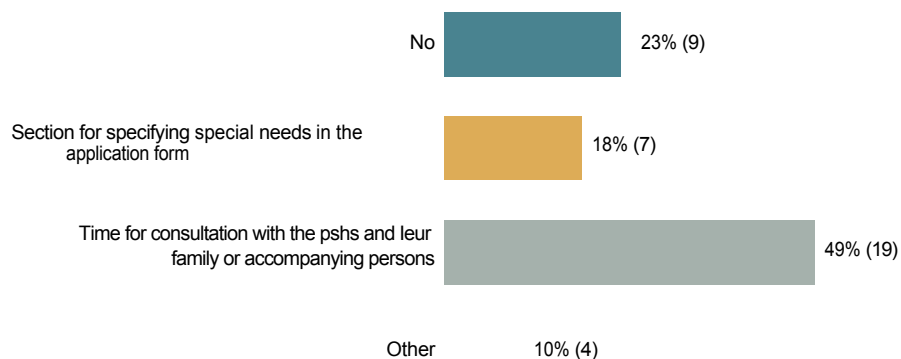## Breakdown of musicians taking part in your workshops by age group for the 2022 - 2023 season

	Workforce
under 15 from 15 to 20	
between 21 and 25 years old	
between 26 and 30 years old	
between 31 and 40 years old	
from 41 to 50 years old	
51 to 60 over 60	
Total	

TM 101,102

	Average	Sum
In inclusive group practice	13	145
Dedicated group practice	18	140
Total	15	285

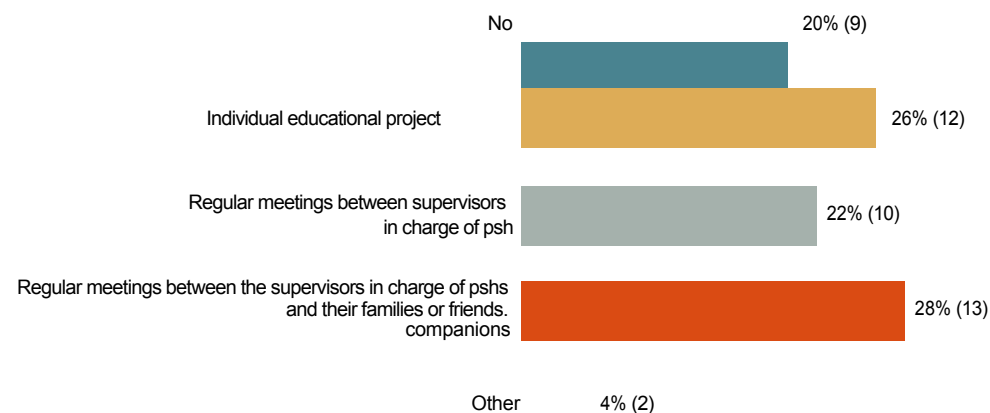In inclusive group practice — 43% (13)

Dedicated group practice — 57% (18)

Cultural activities

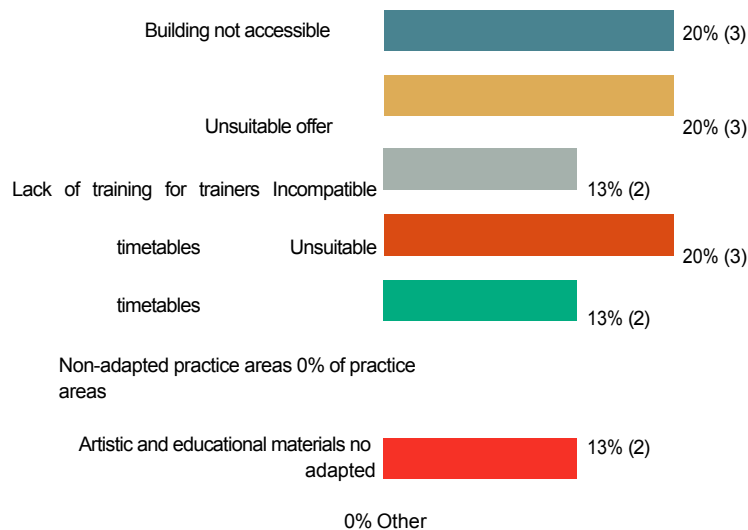## When registering for activities, what special arrangements have been made for people with disabilities?

- No — 23% (9)
- Section for specifying special needs in the application form — 18% (7)
- Time for consultation with the pshs and leur family or accompanying persons — 49% (19)
- Other — 10% (4)

What measures and tools have been put in place to monitor teaching and artistic activities?

- No — 20% (9)
- Individual educational project — 26% (12)
- Regular meetings between supervisors in charge of psh — 22% (10)
- Regular meetings between the supervisors in charge of pshs and their families or friends. companions — 28% (13)
- Other — 4% (2)

Certain requests for registration from for people with disabilities been honoured?

- Never — 76% (25)
- Rarely — 15% (5)
- Often — 3% (1)
- Always — 6% (2)
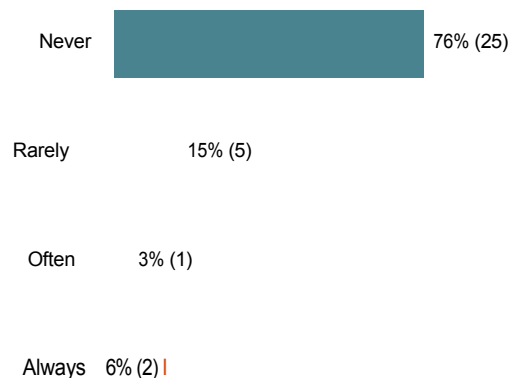
Please specify the reasons for refusal

- Building not accessible — 20% (3)
- Unsuitable offer — 20% (3)
- Lack of training for trainers Incompatible timetables — 13% (2)
- Unsuitable timetables — 20% (3)
- — 13% (2)
- Non-adapted practice areas 0% of practice areas
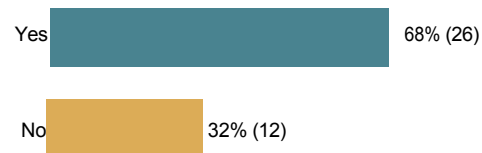- Artistic and educational materials no adapted — 13% (2)
- 0% Other

If workshops/interventions or shows are subject to a charge, is there any incentive pricing (enrolment and participation in activities) for children? disabled people?

- Yes — 39% (13)
- No — 61% (20)
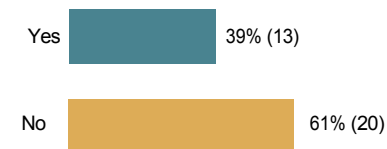
Concerts and shows

Are there any special arrangements for people with disabilities at concerts/shows?

Yes — 68% (26)

No — 32% (12)

Are there any arrangements for adapting concerts/shows for people with disabilities?

No — 22% (12)

Special human welcome — 38% (21)

Magnetic induction loop (BIM) — 5% (3)

0% surtitles

LSF — 11% (6)

Vibrating equipment — 16% (9)

0% audio description

Other — 7% (4)
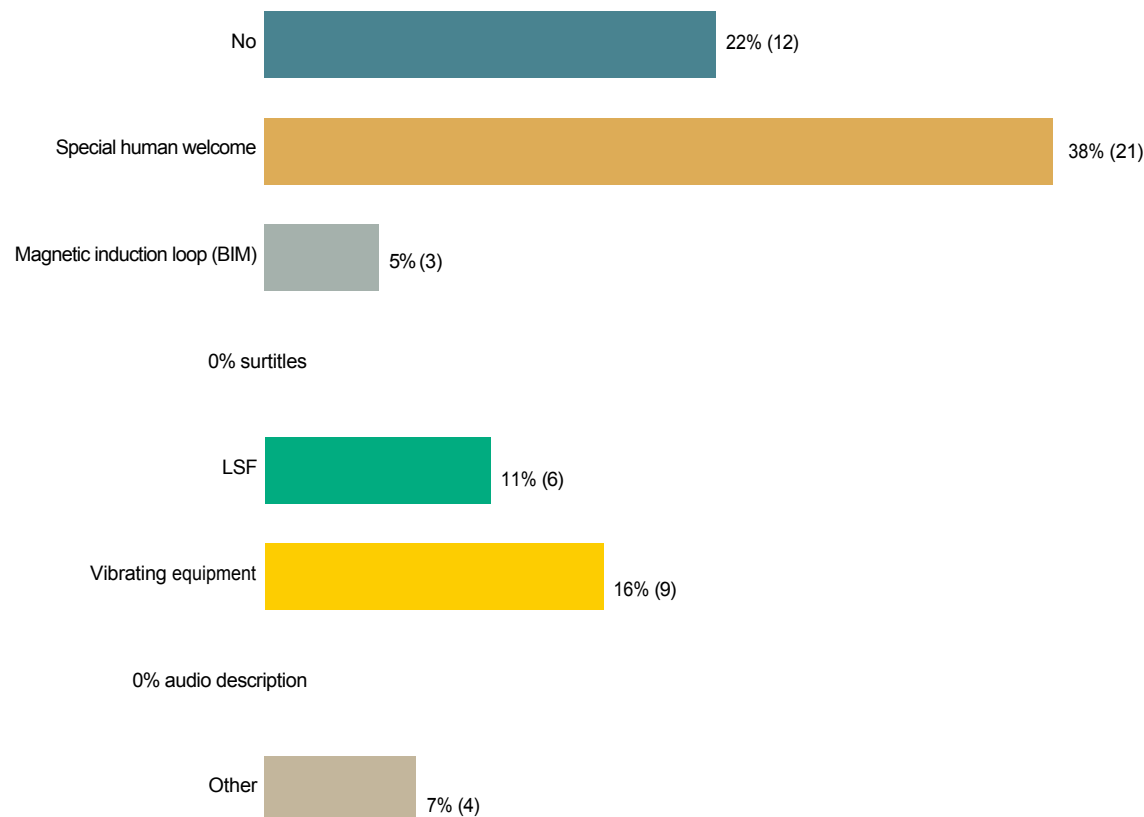
Partnerships

Do you work in partnership to promote inclusion within your organisation?

p_u, 65% (28)

No 35% (15)
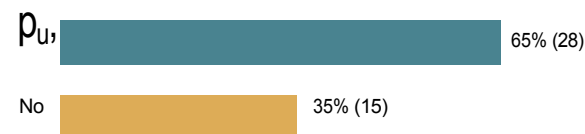
Actions carried out for each type of partner

Legend:
- Other forms of partnership
- Practice
- Concert
- None

Medical and social establishments and services
- 11% (4)
- 42% (16)
- 42% (16)
- 5% (2)

Associations of People with Disabilities
- 15% (6)
- 48% (19)
- 35% (14)
- 3% (1)

National Education ULIS classes
- 10% (3)
- 33% (10)
- 33% (10)
- 23% (7)

Health sector
- 14% (5)
- 40% (14)
- 40% (14)
- 6% (2)

Establishments for the elderly
- 13% (4)
- 43% (13)
- 40% (12)
- 3% (1)

Creative venues adapted for people with disabilities
- 10% (2)
- 30% (6)
- 25% (5)
- 35% (7)

Other establishments in the disability sector
- 20% (4)
- 30% (6)
- 25% (5)
- 25% (5)

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Professional music structures

Communication

How do you communicate with disabled people?

Category	Value
No communication	17% (11)
Existence of an accessible offer for psh	21% (14)
Contact the Disability Officer	20% (13)
Access map to the building	9% (6)
Places for PRMs	21% (14)
Other	12% (8)
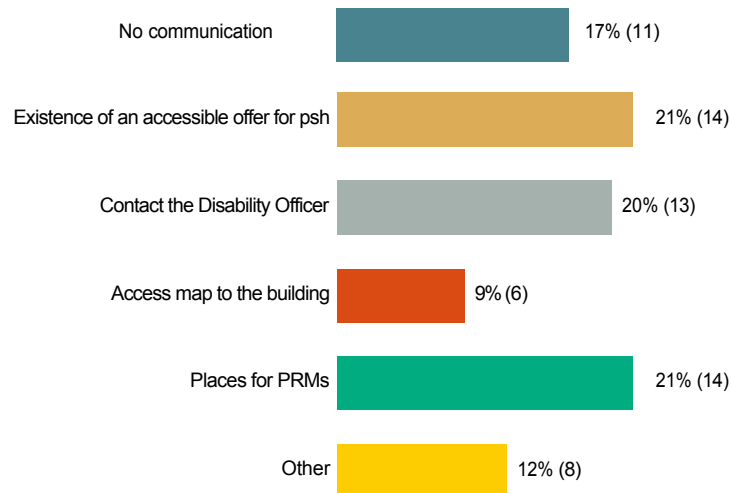
What adaptations have been made to your external communication media?

69% (24)	17% (6)	14% (5)

Legend:
- No
- Website accessibility Adaptation of written material

Please specify for the website

Category	Value
Documents that are easy to read and understanding (FALC)	40% (2)
Audio documents	20% (1)
Enlarged characters	20% (1)
Other	20% (1)

Please specify

Category	Value
Documents that are easy to read and understand (FALC)	50% (6)
Audio documents	17% (2)
Enlarged characters	8% (1)
Braille	0%
Other	25% (3)
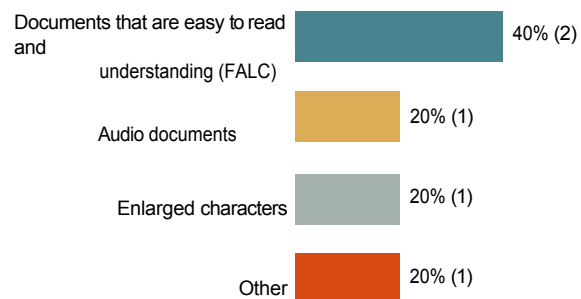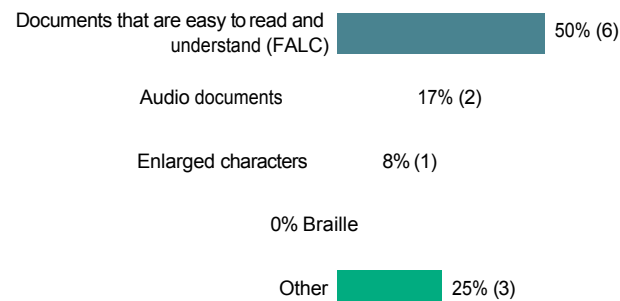
What proactive measures are you taking to reach out to disabled people in your area?

Answer	Percentage (count)
No	13% (10)
Articles in the press or on local radio to present the accessible offer	9% (7)
Communication aimed at the social and medico-social sectors	25% (20)
Communication sent to associations representing pshs	15% (12)
Communication addressed to disability culture resource centres	6% (5)
Participation in association days	19% (15)
Participation in disability forums	9% (7)
Other	4% (3)

Would you like to publicise a good practice in welcoming people with special needs as part of your musical activities?

Answer	Percentage (count)
Yes	39% (14)
No	61% (22)