



Access and Participation Statement

2024/2025

Document Control

Document Title	Access and Participation Statement
Last Review	August 2024
Next Review	August 2025
Reviewer	GW
Approved by	Senior Management Team

in collaboration with
Coventry
University 

Contents

Contents.....	1
1. Introduction.....	2
2. Context.....	2
Student Profile & Demographics.....	3
3. Access Strategy.....	3
UK Widening Participation.....	3
International Outreach & Recruitment.....	4
4. Participation & Student Support.....	4
Inclusive Learning Environment.....	4
Support for Underrepresented Students.....	5
Mental Health & Wellbeing.....	5
5. Student Success & Outcomes.....	5
Continuation and Completion Rates.....	5
Graduate Destinations & Industry Access.....	6
Alumni Mentoring and Support.....	6
6. Admissions.....	6
Audition & Interview Process.....	7
Fair Access Principles.....	7
Regional Auditions & Outreach.....	7
7. Tuition Fees & Financial Support.....	8
Current Fee Structure (2025/26).....	8
Access to Student Loans.....	8
Scholarships, Bursaries & Future Plans.....	8
8. Monitoring, Evaluation and Student Voice.....	9
Monitoring & Evaluation.....	9
Student Voice & Representation.....	9
9. Annual Update.....	10
Annual Update & Review Process.....	10
Publication & Accessibility.....	10

1. Introduction

The International College of Musical Theatre (ICMT) is committed to widening access to high-quality performing arts training for students from all backgrounds. We believe that exceptional talent exists in every community, and we are dedicated to removing barriers that may prevent individuals from accessing opportunities in musical theatre education and performance.

This statement has been produced in line with the Office for Students (OfS) ongoing conditions of registration, specifically Condition A2, which requires higher education providers to demonstrate their commitment to improving access and participation for underrepresented students

This Access and Participation Statement (APS) outlines the ICMT's ongoing approach to promoting equality of opportunity in higher education. It sets out our actions to support students from underrepresented and disadvantaged groups, ensuring that all individuals, regardless of background, identity, or circumstance, have the opportunity to succeed, thrive, and progress in their studies and careers.

Our Access and Participation Statement is reviewed and updated annually and published openly on our website. It is intended to be accessible and transparent, supporting students, staff, regulators, and the broader community in understanding the ICMT's commitment to equitable participation in higher education.

2. Context

The ICMT was founded on the belief that outstanding performing arts education should be available to passionate, talented individuals from all walks of life. Located in London and with strong international partnerships, we offer world-class training in musical theatre that blends industry experience with personal development.

At the ICMT, we are proud to create a learning environment where students are encouraged to be bold, authentic, and resilient. Our programmes are designed to prepare students for the realities of the global performance industry, combining practical skills, academic rigour, and professional mentorship. We take pride in nurturing individuals, not just performers, so that they leave us equipped with confidence, discipline, and compassion.

As a specialist institution, we are determined to challenge barriers and ensure our student body reflects the richness and diversity of society. Our access and participation work is rooted in the belief that representation matters.

Student Profile & Demographics

The ICMT attracts a unique and diverse cohort of students, including:

- Aspiring performers from across the UK, including underrepresented regions and low-participation neighbourhoods.
- Mature learners returning to education and training.
- International students from around the world, contributing to a culturally rich learning environment.
- Individuals from a wide range of ethnic, cultural, and socio-economic backgrounds.

3. Access Strategy

At the ICMT, we believe access to high-quality performing arts training should not be limited by background, postcode, or personal circumstances. Our access strategy is focused on breaking down barriers for underrepresented groups, providing clear pathways into musical theatre education, and celebrating talent in all its forms.

UK Widening Participation

Our UK access work is rooted in our belief that every talented student should have the opportunity to pursue professional training, regardless of financial, social, or geographical barriers. Key aspects of our UK widening participation strategy include:

- **Regional Outreach & Free Audition Access:** We prioritise attending regional workshops and school events to audition prospective students closer to home, reducing travel and audition costs. Where possible, these sessions are offered free to increase accessibility for those from lower-income households.
- **Online Taster Sessions & Webinars:** We run free online workshops and webinars throughout the year to give potential applicants a first-hand experience of our teaching and training environment.
- **School and College Engagement:** We are actively building partnerships with schools and colleges in underrepresented areas, offering in-school workshops, talks, and workshops.
- **Audition Support & Feedback:** All applicants receive feedback following auditions, and unsuccessful candidates are supported with suggestions for alternative routes or re-auditioning opportunities, if appropriate.

We are committed to expanding our engagement with students from low-participation neighbourhoods, care leavers, mature learners, and those from ethnic minority backgrounds, and we are currently enhancing our data processes to support more targeted outreach.

International Outreach & Recruitment

The ICMT has a strong international presence, welcoming students worldwide. While our regulatory access obligations are UK-focused, we recognise that our global reach offers additional opportunities to promote diversity and inclusion.

Our international access activities include:

- Summer Schools and Stage Schools: We run musical theatre summer programmes in London and China, giving students international exposure and experience. Our stage school in Shanghai provides year-round training and a pathway into further education with the ICMT.
- Global Partnerships & Masterclasses: We deliver masterclasses and workshops with international partners, helping students from underrepresented regions discover musical theatre training opportunities.

4. Participation & Student Support

The ICMT is committed to creating a learning environment where all students feel personally and professionally seen, valued, and supported. We understand that access is only the first step; true equity means ensuring students can fully participate in their studies and reach their potential once enrolled.

We strive to provide personalised support, inclusive teaching, and a culture of care that enables every student to succeed, regardless of their background, identity, or circumstance.

Inclusive Learning Environment

We foster a training culture that embraces individuality and challenges systemic and personal bias. Our inclusive practices include:

- A fully reviewed and updated curriculum designed to reflect a broader range of voices, stories, and perspectives within musical theatre.
- Faculty and staff who are encouraged to engage in ongoing professional development in inclusive practice, unconscious bias, and student wellbeing.
- Spaces for open dialogue and feedback to ensure students feel empowered to speak about their experiences.

We are developing further support for neurodiverse students through staff training, flexible assessment models, and one-to-one learning support tutorials. We promote a culture of respect, collaboration, and mutual support, celebrating diversity as a strength that enriches our community and the performing arts industry.

Support for Underrepresented Students

We recognise that students from underrepresented groups may face additional challenges throughout their studies. Our support offer includes:

- Pastoral mentoring and regular check-ins with faculty and course leaders.
- A commitment to early intervention, particularly where wellbeing, attendance, or academic progress is impacted.
- Individualised academic and practical support, including time management, audition preparation, and performance anxiety.
- Encouraging students to self-identify any characteristics (e.g. disability, care experience, low-income background) so we can provide targeted, confidential support.

Mental Health & Wellbeing

Training in the performing arts is physically, emotionally, and mentally demanding. We prioritise student wellbeing through:

- A dedicated Safeguarding and Wellbeing lead, available for confidential conversations and referrals.
- Open-door policies with our leadership and teaching teams, fostering a supportive and responsive culture.
- Providing resources on resilience, managing rejection, and mental health in the arts.
- Signposting to external counselling, therapy, and crisis support as needed.

We take a proactive approach to wellbeing, encouraging students to speak up early and to support each other throughout their training journey.

5. Student Success & Outcomes

At the ICMT, success goes beyond technical excellence; it includes personal growth, professional confidence, and long-term career resilience. We are proud of the achievements of our students and are committed to supporting every individual through their training and into the next stage of their journey.

Our success strategy focuses on nurturing talent, sustaining motivation, and providing our students with the tools, networks, and opportunities to thrive in a competitive and ever-changing industry.

Continuation and Completion Rates

We are proud to report that the ICMT has a historically strong continuation rate, with a non-completion figure of just 5%, primarily due to voluntary withdrawal or rare cases of dismissal.

We closely monitor student progress and engagement throughout the year, enabling early intervention and support where needed.

Our commitment to small cohort sizes and personal mentorship allows us to build meaningful relationships with students, helping us identify and resolve challenges early.

Graduate Destinations & Industry Access

Our graduates are well-prepared to enter the professional performing arts world, with many securing representation and employment shortly after graduation. On average, 75% of our graduates gained professional representation by graduation, a testament to their resilience and training quality.

We support students throughout their final year with the following:

- Showcase preparation and industry introductions.
- Audition technique masterclasses and self-tape guidance.
- One-to-one tutorials focused on personal branding and career strategy.
- Support in securing agents and professional work.

We continue to monitor graduate progression and remain committed to improving outcomes for students from underrepresented groups. We are enhancing our alumni tracking to understand better progression by student background, course pathway, and identity.

Alumni Mentoring and Support

Our relationship with students does not end at graduation. We are proud to offer ongoing alumni support that reflects our values of community and connection:

- Free studio space for audition preparation and creative projects.
- Invitations to return for workshops and performance opportunities.
- Access to alumni mentoring, allowing former students to give back and guide the next generation.
- Opportunities to teach abroad, including at our partner stage schools internationally.

6. Admissions

Our admissions process is designed to be open, supportive, and fair. We welcome applicants from all backgrounds and are committed to identifying potential. At the ICMT, we understand that access to opportunity begins with access to audition, and we are intentional about removing barriers wherever possible.

Audition & Interview Process

All applicants who meet the basic entry criteria are invited to audition. We use a panel-based audition system to ensure fairness and consistency and offer feedback to all auditionees, regardless of the outcome. This helps applicants learn from the process and feel supported in their development.

Our admissions process includes:

- In-person audition (or video submission for those unable to travel)
- An interview designed to assess readiness and motivation and to support the applicant's understanding of the course demands
- A review of prior experience, aptitude, and individual potential

We do not require formal academic qualifications for many courses, as we recognise that talent may emerge through non-traditional pathways. Offers are made based on a holistic assessment of an applicant's performance, commitment, and potential to thrive within our training environment.

Fair Access Principles

We are committed to promoting equity and inclusion throughout our admissions process. Key principles include:

- Ensuring all applicants are assessed against the same performance-based criteria
- Providing reasonable adjustments for applicants with disabilities or access needs
- Offering alternative course recommendations if an applicant is unsuccessful, alongside the opportunity to re-audition.
- Ensuring audition content is culturally sensitive, inclusive, and does not disadvantage any particular group

We strive to create a welcoming and respectful experience for every applicant, and we continuously review our admissions materials and audition format to ensure inclusivity.

Regional Auditions & Outreach

We recognise that cost and travel can be significant barriers to applying for training in London. To address this, we regularly participate in:

- Regional showcases and school events, where we offer group auditions free of charge
- Performing arts exhibitions and career fairs.
- Online auditions and remote interviews for those who cannot attend in person.

This approach allows us to reach talented students across the UK and beyond, particularly those who might otherwise feel excluded from applying due to location or financial constraints.

7. Tuition Fees & Financial Support

We are committed to ensuring that financial circumstances do not limit students' access to high-quality musical theatre training. While tuition fees are necessary to sustain our professional teaching and resources, we are actively working to expand financial support options and keep costs as transparent and manageable as possible.

Current Fee Structure (2025/26)

Our tuition fees for the 2024/25 academic year are:

Course Title	Course Length	Tuition Cost
BA (Hons) Musical Theatre Performance (two-year accelerated) with Foundation Year	Two-Years with optional Foundation Year	£13,500 per year (Home) £18,000 per year (International)
Level 4 Diploma in Musical Theatre	One-Year	£10,350
3-Month Top-Up Musical Theatre Course	Three-Months	£4,650
EU Bespoke Musical Theatre Course	One or Two-Years	£16,500 per year

We remain committed to transparency, and all fees are published clearly on our website and in our admissions materials.

Access to Student Loans

Our BA (Hons) Musical Theatre Performance course, delivered at our London campus and validated by Coventry University, is eligible for student finance. Students may apply for:

- Tuition Fee Loans
- Maintenance Loans (depending on household income)
- Additional support for students with dependants, disabilities, or care experience

We aim to support applicants through the loan application with clear advice and guidance.

Scholarships, Bursaries & Future Plans

We recognise the financial pressure training can place on students and their families. To increase affordability and widen participation, we are actively working towards:

- Offering internal bursaries and partial scholarships, particularly for high-potential students from underrepresented or disadvantaged backgrounds

As funding opportunities develop, they will be promoted on our website and communicated to all applicants.

8. Monitoring, Evaluation and Student Voice

Our commitment to access and participation is not static; it evolves as we learn, grow, and respond to the needs of our students. We believe continuous reflection, open dialogue, and student-led feedback are essential to creating a genuinely inclusive and responsive learning environment.

Monitoring & Evaluation

We regularly review our access and participation initiatives to ensure they are effective, inclusive, and aligned with our values. This includes:

- Tracking key student outcomes, such as application trends, continuation rates, graduate destinations, and demographic representation.
- Reviewing admissions and audition data to identify potential biases or barriers in our processes.
- Evaluating the impact of outreach and widening participation activities, including attendance, engagement, and follow-up enrolment.
- Analysing feedback from underrepresented student groups to understand lived experiences better and inform targeted support.

Where data identifies disparities or challenges, we take proactive steps to review policies, introduce support mechanisms, or refine our outreach strategy. We also enhance our internal data systems to support more robust reporting and evidence-based decision-making.

Student Voice & Representation

Students are at the heart of the ICMT's ethos and strategy. We actively seek their input to shape policies, refine support services, and foster a more inclusive environment. Mechanisms include:

- Termly student feedback forums, where students are encouraged to raise ideas, concerns, and insights directly with senior leadership.
- Anonymous surveys and reflective evaluations throughout the academic year.
- Regular check-ins and open-door access to tutors, course leaders, and pastoral staff.

- Alumni feedback loops, helping us assess the long-term impact and improve the student journey from entry to career.

Student insights have directly influenced decisions on curriculum diversification, audition accessibility, mental health resources, and alumni engagement.

9. Annual Update

Transparency and accountability are central to our approach to access and participation. Our commitments are clearly communicated, openly shared and regularly reviewed to reflect our progress and evolving priorities.

Annual Update & Review Process

This Access and Participation Statement is reviewed and updated annually by the senior leadership team at the ICMT, with input from staff, students, and partner institutions where appropriate. Each version reflects:

- Our latest student data and demographic insights.
- Updates to tuition fees, financial support, or course offerings.
- The progress made against our outreach, participation, and success goals.
- Feedback from student voice mechanisms and alumni.

Publication & Accessibility

To ensure accessibility and visibility, we:

- Publish this statement clearly on our institutional website.
- Provide a downloadable PDF version for ease of sharing and reference.
- Make physical copies available on request.
- Promote the statement to current and prospective students, particularly those from underrepresented or disadvantaged backgrounds, during the application and enrolment process.

We are committed to ensuring that this document remains student-friendly, publicly accessible, and meaningful and that it is more than a requirement; it reflects our mission.