



2025 IMPACT REPORT



**April 2024
-2025**

BN1 Arts

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Letter from the CEO



At BN1 Arts, our journey as a Further Education College and Arts Centre is one of constant evolution. Diversity, Equity, and Inclusion have always been at the very centre of our mission, driving every step we take towards creating a thriving, inclusive community.

Over the past year, we have not only grown in numbers but also in our vision and ambition to achieve more.

We are proud to serve as a hub for our community, and find ourselves increasingly inspired by creativity, collaboration, and opportunity.

Our accomplishments are a testament to the dedication of our team and the strength of our community.

However, while it's important to celebrate success, we also recognise the need to reflect on the road ahead.

This report is not just a summary of what we're proud to have achieved, it's a commitment to continue striving for excellence and inclusivity in all that we do.

Thank you for being part of this journey.

Mia Bird

Founder and CEO of BN1 Arts

200 Students

16-19 years old.



65 Team Members

Industry professionals.



"Good" Ofsted

March 2025. Report pending.



BN1 Arts Year In Review



Our team is dedicated to delivering exceptional opportunities for students and the wider community. Through a combination of expertise, collaboration, and a passion for creativity, we have made significant strides this year.

We currently deliver a Certificate in **Production Arts** on-site at BACA in the Lighthouse Centre, as part of a re-engagement programme for students. This course provides an excellent introduction to the behind-the-scenes world of the creative industries. From make-up artistry to costume design, **students have gained hands-on experience** working with industry professionals in practical sessions. Here are some of our achievements;

- ✓ Welcomed **200** students aged 16–19 into our programmes.
- ✓ Engaged **hundreds** of community members through evening classes and weekend workshops.
- ✓ Launched a **new academy** catering to 12–16-year-olds, nurturing the next generation of talent.
- ✓ **Secured** Arts Council funding to further our mission.
- ✓ Achieved a **"Good"** rating from Ofsted, reflecting our commitment to quality education.
- ✓ Partnered with numerous colleges, charities, associations, and projects to expand our **impact**.
- ✓ Supported **six students** in embarking on a life-changing trip to Bali.
- ✓ Grew our **team of 65** professionals, including industry experts, academics, and specialists dedicated to excellence.

Proud Moments



Global Enrichment

Six students participated in the Global Enrichment, Sustainability & Wellness Programme in Bali, gaining invaluable insights and experiences.



Collaborative Projects

Hosted the **Circus of Sounds** gig in collaboration with Culture Shift and launched the BN1 Arts Centre Fringe Graduate Programme.



Campaigns & Advocacy

Championed the **Keep Creative Arts Education Free** Campaign to ensure arts education remains accessible to all.



Staff Development

Delivered Diversity, Equity, and Inclusion (DEI) training to our team, reinforcing our commitment to inclusivity.



Ofsted Visit

Achieved a "**Good**" rating in our initial Ofsted feedback, reflecting the quality of our provision.



GCSE Validation

Successfully gained **JCQ centre validation**, making us the only local centre where learners can sit Maths and English GCSEs.



NXT GEN Academy

Launched a Saturday academy for 12–16-year-olds, with a bursary scheme to support low-income families.



Community Partnerships

Collaborated with Elderflower Fields Festival and Create Music, with students performing at the **Brighton Dome**.



Student Success

Celebrated the achievements of our EHCP (Education, Health, and Care Plan) students, showcasing the inclusive nature of our programmes.



New Facilities

Expanded into Brighton Electric Studios and Southlanes Studios, enhancing our creative spaces and resources.



BN1 Arts Culture

At BN1 Arts, our foundation is built on a strong set of aims and values that guide our teaching, learning, and team ethos. We are committed to fostering an environment where both staff and students feel supported, inspired, and empowered to succeed.

Through our Teaching and Learning Strategy (TLS), we focus on the 3 I's: **Intent, Implementation, and Impact.**

These principles are further enriched by **11 key pillars** that underpin everything we do:

- Diversity, Equity, and Inclusivity
- Ambition
- Industry
- Sequenced Learning
- Creativity
- Core Skills
- Challenge
- Assessment
- Progression
- Vocational Skills
- Community

Code of Conduct

In addition, we embed universal values such as **Democracy, Individual Liberty, Mutual Respect, The Rule of Law, and Tolerance** into our curriculum and extended studies lessons, ensuring students graduate not only with academic and vocational skills but also as well-rounded, socially responsible individuals.

We strive to create a culture where every member of BN1 Arts feels like part of a large, supportive family. Here, students and staff alike can work hard, learn from their failures, and thrive in a safe, nurturing, and enjoyable environment.

- Respecting and observing the rules.
- Conducting themselves in an orderly and professional manner.
- Respecting the rights and privacy of others, including fellow students and staff.



A Multicultural, Inclusive, and Diverse Arts Centre

BN1 Arts Centre CIC serves as a hub for the whole community, offering an inclusive cultural programme designed to engage individuals of all ages, backgrounds, and abilities. Our aim is to provide a space where creativity thrives, cultures connect, and the transformative power of the arts brings people together.

Engaging Stakeholders

Our stakeholders comprising the College Management Team (CMT), staff, and students play a vital role in shaping the direction of the college. We actively seek feedback through meetings, surveys, student voice initiatives, and training sessions. These open lines of communication enable us to refine everything from day-to-day processes to larger curriculum changes.

Staff Development & Training

At BN1 Arts, we prioritise the growth and development of our team to ensure a safe, confident, and skilled environment for all. Over the past year, all staff members have participated in extensive training, including:

- Mental Health First Aid
- Keeping Children Safe in Education
- Prevent Duty Training
- Fire Safety Training
- Safer Recruitment in Education
- Mental Health Awareness
- Diversity, Equity, and Inclusion (DEI)
- CPOMs Training (DSL)
- Emergency First Aid at Work

In addition, individual team members have completed specialised training, such as inclusive leadership, safeguarding, child protection, and counter-terrorism preparedness. Upcoming training includes Access Arrangements, Invigilation, and GCSE Exam Invigilation.

Visit our team page here: <https://bn1arts.co.uk/our-tutors>





Diversity, Equity & Inclusion

Diversity, Equity, and Inclusion remain at the heart of our policies and practices. Our initiatives include:

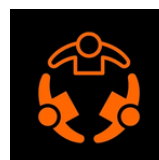
- Inclusive recruitment policies.
- Regular staff training on DEI principles.
- Mental Health First Aid training.
- Development and support for EHCP/SEN students.
- Strategies and adjustments within the curriculum for students with additional needs.

Partnership & Collaboration

Our partnerships strengthen our ability to deliver high-quality education and support.

Key collaborations include:

- **Supajam:** Our funding partner, supporting growth in SEN strategies, curriculum development, and exam centre management. we've successfully developed wider student strategies, including SEN support and functional skills.
- **MET:** Providing Maths and English provision, careers guidance, and progression opportunities.
- **Longhill School:** Collaborating to run a summer exam centre.
- **BACA:** Delivering Level 2 courses.
- **Boxless:** Our strategic ESG & DEI Consulting Partner.



Community & Unity



Singers Night

Singers' Night is a platform for talented vocalists to take the spotlight and showcase their artistry. Open to singers of all genres. Local musicians form our House Band and two local professional vocalists host the evening. Thus providing a regular gig for local musicians and singers and offering the opportunity for Sussex based vocalists to perform in a professional environment.

Scratch Night

Scratch Nights provide an excellent opportunity for performers to test new material in a supportive environment and receive constructive feedback from industry professionals. The Scratch Nights are designed for artists working in all genres, whether theatre, comedy, dance, spoken word, or other genres. If you're looking to try out fresh ideas, experiment with new approaches, or develop your performance in front of a live audience, this is the space for you! We are looking for...

- **Performers** who are developing new material that is not yet fully formed.
- **Performers** from anywhere within Sussex, with a willingness to travel to Brighton to perform
- **Artists** open to receiving feedback and willing to engage with the development process.

BN1 Arts Centre
Acapella Soul
Family
Community
Choir X Brighton

BARCO's Brighton BASH

The Arts Centre provided free space for the preparation of Brighton BASH Carnival 2024

Ted X Brighton

Our students took the stage at Brighton Dome to perform a dance to the sold out event.

Evening Classes

Set up some financial initiatives to help teachers at the start of their journey, get numbers up to sustain regular weekly classes.

Arts Centre Fringe Programme

This includes a diverse theatre programme with a variety of shows to suit many. Keeping ticket prices low for high quality theatre'

Graduate Development Scheme

This initiative offers a unique opportunity for students who have studied at Brighton universities to showcase their talents at one of the city's most vibrant cultural festivals, the Brighton Fringe. By removing common barriers such as the cost of rehearsal spaces, performance venues, and professional resources like recording studios, we empower graduates to take the first bold steps in their professional careers, nurturing their creativity and ambitions.

Artist Development Scheme

Crucially, the scheme removes financial barriers such as rehearsal space costs, theatre hire, and marketing expenses, allowing artists to focus entirely on their craft and innovation. Last years artist was Aflo the poet.

BIMM End Of Term Gigs

Coming soon!

Brighton Half Marathon

Thanks to Joint Living!

Family Creative Arts Weekender

Provided inclusive activities for all children through to seniors ensuring a day of fun, new experiences and learning. Fostering community spirit and supporting family friendly activities.

Rise

Community Connectors 2024



Achievements & Outstanding

What we've achieved

Year 1 has been a huge learning curve for us and we are not afraid to admit it. What matters is our desire to keep going until we do get it right. Having said that we are exceptionally proud of first year and the vision to ensure a strategic approach to our DEI responsibilities. This work takes time and requires multiple voices. We spent this first year building the foundations with robust policies, data collection and a long-term strategy.

What we're working on

We have big aspirations to ensure that the material and curriculum we teach from pays homage to its true origin. We know that many of the disciplines within the arts have deep roots with the Global majority. We want to make the necessary updates to ensure that this our teaching material reflects the most honest truths.

What we have in store for the future

Our work has only just begun and we are excited about our future. The age bracket of 16 - 19 years old are such formative years and it is our duty to ensure we are providing students with the tools to be great people in whatever they go on to do with their lives. Our future plans include recognising and awarding our DEI champions, continuing to improve representation of all protected characteristics across staff and the student body and transparently share our journey.

2024

Implemented updated DEI policies from the strategy that are accessible across all platforms.

2024

Launched Creative Roots Programme

2025

Collected baseline data on the current student and staff demographics for annual DEI progress monitoring.

2025

Conduct a curriculum audit to identify areas lacking diversity and introduce multicultural perspectives. Collaborate with academics with lived experience to design DEI-centred curriculum updates for integration in the next academic year.

Recruitment audit and recommendations to ensure DEI best practice. Staff and Students-

2025

Launch a recruitment strategy to target diverse student populations within the BN1 area, prioritising outreach to underserved demographics.

2026

Develop new, accessible programs to ensure DEI representation across all facilities, including consideration for students with disabilities and different learning needs.

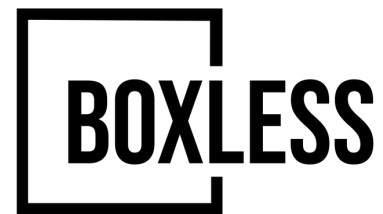
2026

Host an annual awards program, recognising DEI achievements among students, staff and community partners.

2027

Share BN1 Arts' DEI journey through public reports and presentations, positioning the college as a leader in DEI in arts education.

Our DEI Partners



At Boxless, we believe that meaningful change begins with culture. Over the last 12 months, we've had the privilege of partnering with BN1 Arts on a shared journey to embed DEI into the fabric of their organisation. This partnership wasn't born out of compliance or box-ticking, but from a genuine ambition to align BN1 Arts' creative expression with inclusive practice, ensuring the voices behind the curtain are as diverse and empowered as those on stage.



Our Approach

We started with a listening phase. Through open, peer led discussions, cultural diagnostics, and student and staff feedback.

We helped BN1 Arts surface hidden challenges and untapped opportunities in their internal culture.

Using this learning, we mapped out how best BN1 could make impact both short term and long term.

Crucially, we didn't apply a 'one-size-fits-all' approach.

Instead, our recommendations were tailored to BN1 Arts' unique identity as a creative organisation deeply embedded in Brighton's cultural landscape.

- BN1 Arts now has a clear set of objectives co-created with staff, supported by a framework for implementation.
- Improved inclusive recruitment policies
- A dedicated and targeted recruitment strategy to increase diversity, resulting in a 20% increase in applications from underrepresented communities.
- Leadership and mid-management engagement in DEI has shifted from passive awareness to active sponsorship.
- A roadmap to continue this work over the next 2 years.

What's Next?

Together, we're building beyond a strategy, we're embedding DEI into the daily rhythm of BN1 Arts. In the coming year, we'll support the team with:

- Launching an advisory committee to maintain momentum and monitor progress.
- A 'conversations with colleagues' series to keep staff engagement and education consistent.
- Embedding inclusive metrics into performance reviews and organisational KPIs.

The next phase is about sustainability, ensuring DEI is not a side project, but a core aspect of "how things are done" at BN1 Arts.

Acknowledgements

We would like to extend our heartfelt gratitude to everyone who has been part of our journey at BN1 Arts. Your support, dedication, and collaboration have been instrumental in our growth and success.

To our students.

Thank you for your passion, creativity, and commitment. You are the heart of BN1 Arts, and your achievements inspire us every day.

To Our Staff and Tutors.

Your hard work, expertise, and unwavering support continue to shape the vibrant and inclusive environment we strive for. Thank you for your dedication to excellence and for helping our students thrive.

To Our Industry Partners.

We deeply appreciate your collaboration and shared vision. Your contributions have enriched our programmes and provided invaluable opportunities for our students.

Our Supporters and Collaborators.

The Starr Trust | Culture Shift | BIMM | WaterBear | Northbrook College | ICMP | Elev8 Careers Aldridge Foundation | Streets Accountants | BARCO | Boxless...

Your belief in our mission and continued support have helped us create meaningful experiences and opportunities for our community.

To Our Advocates and Friends.

- **BN1 Arts Patrons:** Ron Elliston, Julian Stoneman, Arlene Phillips
- Brighton Council
- Peter Kyle MP
- Arts Council
- Brighton Fringe



Thank you for championing the arts and supporting our vision to make creativity accessible to all. Your encouragement and advocacy have been invaluable.



BIMM MUSIC
INSTITUTE



BARCO
for us, by us, with us



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

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