



EQUALITIES, DIVERSITY AND INCLUSION ACTION PLAN

Referred to as Appendix B in the Fèis Rois Business Plan 2025 - 28

2025
2028



“My involvement with Fèis Rois began over 6 years ago, and it is a privilege to be associated with such an outstanding organisation. Through attending the Adult Fèis held in Ullapool to performance opportunities and mentoring, Fèis Rois have really helped my development as an autistic and neurodivergent musician. They have made me feel truly included in the work that they do. Without being involved with Fèis Rois then my musical development would not be where it is today. There can be no doubt about that. I want to particularly highlight the very strong commitment and leadership that Fèis Rois has shown towards diversity and inclusion over the years, and this is really important if we want to see a traditional music community in Scotland be as inclusive as possible in the coming years.”

David Nicholson, Musician and Autism Campaigner, April 2024



I remember my first Fèis, aged 10 - the joy of meeting new people, some of whom became lifelong friends, and the enthusiasm of tutors glad to share music with us. I’m delighted that over 35 years later my daughter is having the same experience, with many more opportunities! It’s been lovely as a parent to see strong friendships grow across the Highlands and beyond, and to see how much enjoyment they get from playing together. I’m very impressed with the confidence my daughter and her friends have in arranging and performing music in a variety of situations - this is testimony to the work of the Fèis Rois tutor team, and to the wide range of performance opportunities Fèis Rois opens the door to.

We’re all aware of the mental health challenges facing our teenagers today, and of the value of finding like-minded peers. This to me is an invaluable benefit of Fèis Rois - by bringing together pupils from all of our Highland schools we make it so much more likely that our young people will find supportive friendships, with all of the benefits that brings.

As a staff member at a local primary school, I’ve also seen the positive effect of the after school Fèis Club on our pupils. For some, it is definitely the highlight of their week, and it is great to have an extracurricular activity which is free and fully accessible to all pupils. They clearly have a lot of fun!

Jan Racionzer, Parent and Former Participant

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INTRODUCTION

Fèis Rois is committed to ensuring that its programme of work is inclusive and accessible to everyone.

Fèis Rois aims to:

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Minimise disadvantages suffered by people due to their protected characteristic by removing any barriers to participation.
- Meet the needs of people from protected groups where these are different from the needs of other people through, in some cases, targeted activities.
- Encourage people from protected groups to participate in traditional music and Gaelic language activities.

Fèis Rois acknowledges that there is compelling evidence showing that organisations that embrace Equalities, Diversity and Inclusion (EDI) are more successful creatively, recognising the rich artistic and creative opportunities that diversity and inclusion offers, as well as being more economically viable and sustainable.

There is also a legislative duty to eliminate discrimination, advance equality of opportunity and foster good relations. This EDI Action Plan should be read alongside the Fèis Rois EDI Policy.

VISION STATEMENT

Fèis Rois wants to see a Scotland that nurtures, values, and celebrates traditional music and the Gaelic language at home and around the world, and we will create transformative opportunities for people of all ages to engage with traditional music and the Gaelic language.

In the context of EDI, Fèis Rois believes that everyone who wants to engage with traditional music, Gaelic language and culture should have the opportunity to do so regardless of age, disability, ethnicity, race, faith or belief, sex, gender identity, sexual orientation, education, socio-economic background, or caring responsibilities.

ACCESS AND INCLUSION FOR ALL

Fèis Rois will achieve its aims around equalities, diversity and inclusion by removing barriers to participation, working collaboratively with partners and, where appropriate, delivering targeted programmes of work.

Through the proposed programme of activity for the period 2025 to 2028, Fèis Rois will continue to provide opportunities for people who identify as neurodivergent, experience poor health, come from a disadvantaged socio-economic background, have grown up in the care system,

have experience of being carers, are Gaelic speakers, do not speak English as a primary language, have experience of displacement, or who live in geographic locations which may inhibit opportunities for engagement.

We understand that intersectionality means that certain individuals can face multiple layers of disadvantage and discrimination due to their characteristics and social backgrounds, and we will work hard to remove barriers and improve inclusion and accessibility for everyone.

During the period 2025 to 2028, Fèis Rois is making the following EDI commitments.

More detail is given in the EDI objectives table below.

- Issuing an access rider document to all freelance musicians and creative practitioners contracted to work for Fèis Rois (See Appendix A)
- Using anonymised evaluation forms to monitor who is participating in our events and using this information to target people who are missing from our programme in future sessions / years.
- Ensuring that programmed activity takes place in accessible venues and, where possible, considering the lighting, availability of gender-neutral toilets, baby changing facilities, parking, access to public transport, etc, etc.
- Providing clearer information about the venues used for Fèis Rois activity on the organisation's website.
- Including quiet spaces at Fèis Rois events.
- Recognising that different people have different styles of learning, and adapting accordingly to ensure that everyone is included.
- Having a "pay what you can" system for some courses where it is clearly stated that this might mean that you can pay nothing, and that is okay.
- Offering free after school music making opportunities in four communities across Ross-Shire, including in SIMD 1 & 2 areas and in rural communities.
- Providing an access budget to widen participation.
- Arranging transport to some events as travel can be a major barrier to participation in the Highlands.
- Offering translation services to enable New Scots to take part in programmed activities.
- Offering a wider range of times for weekly music-making workshops so that a wider range of people can access them.
- Continuing to adapt the Ceilidh Trail project to include learning disabled artists.
- Developing bespoke programmes of work to meet the individual needs of care experienced young people.
- Increasing the visibility of LGBTQ+ and disabled people within our organisation so others feel welcomed in.
- Continue to improve the accessibility of the Fèis Rois website and anything posted online, e.g. using +ALT text when posting images online.

TARGETED PROGRAMME

During the period 2025 to 2028, Fèis Rois will deliver creative projects that actively support people with the following Protected Characteristics:

1. Age
2. Disability
3. Sex
4. Sexual Orientation
5. Race

Furthermore, acknowledging the impact of the COVID-19 pandemic and the current cost-of-living crisis, another area of focus will be to provide opportunities for people living in areas of socio-economic deprivation in the Highlands.

Given the nature of Fèis Rois' work and recognising that UNESCO lists the Gaelic language as "definitely endangered," another area of focus for this EDI plan is to support Gaelic speakers, fluent and learners, to engage with the language creatively through music and the arts.

Fèis Rois will also help to deliver Scotland's promise to its children and young people. The Promise (with cross-party support, and national and local government commitment) is that every child will grow up loved, safe and respected by 2030. Fèis Rois will contribute to this through a programme of work for **Care Experienced Young People** in the Highlands.

See: <https://thepromise.scot/>



Fèis Rois creates so many opportunities that have helped me improve my skills with playing the fiddle. I get one to one fiddle lessons once a week and I have attended the residential events which have helped me grow my confidence being around other people who take part in learning more about Scottish traditional music and I have made new friendships. I have the opportunity to go into the recording studio to record

the tunes I love playing. I have also had the chance to learn a new instrument (guitar) which has been so fun to learn.

As a care experienced person Fèis Rois has always been there even when we experience moves all the time and they are able to accommodate us not matter where we are in Scotland, which has been amazing because it means I can still have my lessons even if it's over Zoom for a while.

Fèis Rois is amazing and are catering for anyone no matter who they are or what they are going through. I'm so grateful for everything Fèis Rois has done for me so far and I look forward to more exciting opportunities to come.

Hannah Robertson, Participant, Age 20

By the end of this three-year plan, Fèis Rois expects more people in the following groups to be engaging in arts and cultural activities:

Group with increased engagement	Through the following Fèis Rois projects:	Delivered in:		
		2025/26	2026/27	2027/28
Very young children (age) and mothers (sex) with caring responsibilities	The Lullaby Project	✓	✓	✓
Older people (age)	Strengthening Communities strand of work, including: Development of Fèis Rois community band, Fèis the Music. Fèis Rois nan Inbheach, a 3-day traditional music course held in Ullapool every May. Year-round weekly classes for adult learners of all ages, including retired people.	✓	✓	✓
Older people (age)	Providing paid work opportunities for freelance artists and tradition bearers over the state pension age of 66.	✓	✓	✓
People with a disability	The Catalina Ceilidh Project, providing regular music making opportunities for the residents of Catalina House, the only care home in Ross & Cromarty offering specialist care for adults of all ages with mental health problems	✓	✓	✓
People with a disability	An annual inclusive Ceilidh Trail project for young adults aged 16 to 25 with learning disabilities	✓	✓	✓
People with a disability and Care Experienced Young People	Extending the age for participating in the October holiday residential Fèis, a 5-day music making course, to 25 for young people with additional support needs and/or Care Experienced Young People	✓	✓	✓
People with a disability	Delivering music making projects in all three special schools in the Highland Council area	✓	✓	✓
Women (sex)	Fèis Rois is committed to the Keychange pledge of contributing to transforming the gender balance in the music landscape by having a 50/50 gender split across its programming. See: https://www.keychange.eu/the-keychange-pledge	✓	✓	✓
LGBTQ+ people (sexual orientation)	Fèis Rois will collaborate with the organisers of Highland Pride to stage an annual ceilidh open to everyone in the community. Fèis Rois will contract LGBTQ+ musicians with a connection to Fèis Rois to perform.	✓	✓	✓
Black people and people of colour (race)	Fèis Rois will work with Guyanese folk musicians on a new commission that will tell the story of Highlanders who engaged in, or benefitted from, the slave trade in the Caribbean Islands and Guyana, and give voice to those who suffered from these crimes against humanity. It is hoped that this project will encourage more people from protected groups to engage in the activities of Fèis Rois.	✓	✓	✓
People living in areas of socio-economic deprivation	Offering 'pay what you can' options for the Easter holiday music-making week and for residential weekend courses for Gaelic speakers.	✓	✓	✓

People living in areas of rural and socio-economic deprivation	Offering free instrument hire for anyone taking part in any Fèis classes and activities using the Fèis Rois instrument bank.	✓	✓	✓
People living in areas of socio-economic deprivation	Fèis Club, a year-round free weekly after school music making club held in Alness, Invergordon, Tain and Ullapool.	✓	✓	✓
People living in areas of socio-economic deprivation	Voices in Bloom, a weekly "singing for health" group in Alness, a SIMD 1 and 2 area.	✓	✓	✓
People living in areas of socio-economic deprivation	Delivering YMI Formula Fund contracts in Highland and Dumfries & Galloway that reach all primary schools, including those in SIMD 1 & 2 areas.	✓	✓	✓
Care Experienced Young People	Monthly Fèis Club for care experienced young people from across Ross & Cromarty to come together to make music. Weekly one-to-one music lessons and volunteering opportunities in the Fèis Rois office.	✓	✓	✓
Gaelic speakers	A monthly Cearcall Còmhraidh, online Gaelic conversation circle. Two residential weekend courses for young people from P7 to S3 to come together to use the language creatively outside of school every May/June and November.	✓	✓	✓

EDI OBJECTIVES

Objective	Task	Date	Lead	Measure of Success
To enable very young children (age) to access music and to recognise the barriers mother (sex) and those with caring responsibilities for young children often have when trying to access arts activities.	Deliver The Lullaby Project twice a year to cohorts of women and care givers in Highland communities for a 12-week block each time.	Starting in June and September in 2025, 2026 and 2027.	Community Engagement Officer	At least 36 more new mothers feel more confident about making music with their children and are able to access this opportunity because support with transport and/or childcare is provided.
Recognising Scotland's rapidly ageing population, offer opportunities for retired people to engaging in music making.	Development of Fèis Rois community band, Fèis the Music.	Year-round with a residential weekend every November.	Chief Executive / Artistic Director	At least 30 people will participate in rehearsals and a minimum of 6 community performances.

Objective	Task	Date	Lead	Measure of Success
Recognising Scotland's rapidly ageing population, offer opportunities for retired people to engaging in music making.	Deliver Fèis Rois nan Inbheach, a 3-day traditional music course held in Ullapool every May.	May 2025, 2026 and 2027	Creative Producer	Of the 250 participants, a minimum of 60 retired people will benefit from this experienced each year.
Recognising Scotland's rapidly ageing population, offer opportunities for retired people to engaging in music making.	Year-round weekly classes for adult learners of all ages, including day time classes aimed at attracting retired people.	Year round in 2025, 2026 and 2027	Community Engagement Officer	A minimum of 75 adults a week will participate in a programme of 11 classes, including instrumental tuition, singing for health and ensemble playing.
To provide paid work for musicians of all ages.	Provide paid work opportunities for freelance artists and tradition bearers over the state pension age of 66.	Year round in 2025, 2026 and 2027	Chief Executive / Artistic Director	A minimum of 12 freelance musicians aged 66+ benefit from paid work.
To provide accessible music making opportunities for people with disabilities .	Deliver The Catalina Ceilidh Project, providing regular music making opportunities for the residents of Catalina House, the only care home in Ross & Cromarty offering specialist care for adults of all ages with mental health problems.	Year round in 2025, 2026 and 2027	Community Engagement Officer with support from Chief Executive / Artistic Director	A minimum of 15 people will take part in at least 10 weeks of workshops each year. Up to 100 people will enjoy 3 ceilidh evenings.
To provide accessible music making opportunities for people with disabilities .	Deliver an annual inclusive Ceilidh Trail project for young adults aged 16 to 25 with learning disabilities.	July/August in 2025, 2026 and 2027	Creative Producer	A minimum of 3 disabled emerging traditional musicians will benefit from paid work each year.
To provide accessible music making opportunities for people with disabilities and care experienced young people.	Extend the age for participating in the October holiday residential Fèis, a 5-day music making course, to 25 for young people with additional support needs and/or Care Experienced Young People	October 2025, 2026 and 2027	Creative Producer	A minimum of 6 young people will benefit from this programme each year.
To provide accessible music making opportunities for people with disabilities	Deliver music making projects in all three special schools in the Highland Council area, namely St Clement School (Dingwall), St Duthus School (Tain) and Drummon School (Inverness)	Projects to take place during the academic year 2024/25, 2025/26 and 2026/27	Education Manager	Pupils and teachers enjoy participating in traditional music activities.

Objective	Task	Date	Lead	Measure of Success
To achieve a gender balance (sex) across all Fèis Rois programming.	Commit to the Keychange pledge of contributing to transforming the gender balance in the music landscape by having a 50/50 gender split across its programming. See: https://www.keychange.eu/the-keychange-pledge	Year-round in 2025/26, 2026/27 and 2027/28	Chief Executive / Artistic Director	More women benefit from paid work in traditional music.
To provide opportunities for people from the LGBTQ+ community (sexual orientation) to enjoy traditional music and to increase visibility of Fèis Rois.	Collaborate with the organisers of Highland Pride to stage an annual ceilidh open to everyone in the community. Fèis Rois will contract LGBTQ+ musicians with a connection to Fèis Rois to perform.	June 2025, 2026 and 2027	Creative Producer and Community Engagement Officer	More people are aware of Fèis Rois and sign up to participate in core activities.
To provide opportunities for black people and people of colour (race) to engage with and participate in Scottish traditional music.	Work with Guyanese folk musicians on a new commission that will tell the story of Highlanders who engaged in, or benefitted from, the slave trade in the Caribbean Islands and Guyana, and give voice to those who suffered from these crimes against humanity.	Throughout 2025 and 2026	Chief Executive / Artistic Director	More people of colour engage in the activities of Fèis Rois.
More people from a wider range of socio-economic backgrounds access Fèis Rois activities.	Offer 'pay what you can' options for the Easter holiday music-making week and for residential weekend courses for Gaelic speakers.	April, May/June and November every year.	Creative Producer and Gaelic Officer	Fèis Rois sees people from a wider range of socio-economic backgrounds access its programme. Monitored through postcode data.
More people from a wider range of socio-economic backgrounds access Fèis Rois activities.	Offer free instrument hire for anyone taking part in any Fèis classes and activities using the Fèis Rois instrument bank.	Year-round in 2025/26, 2026/27 and 2027/28	Community Engagement Officer	Fèis Rois sees people from a wider range of socio-economic backgrounds access its programme. Monitored through postcode data.
More people from a wider range of socio-economic backgrounds access Fèis Rois activities.	Deliver Fèis Club, a year-round free weekly after school music making club held in Alness, Invergordon, Tain and Ullapool.	Year-round in 2025/26, 2026/27 and 2027/28	Community Engagement Officer	Fèis Rois sees people from a wider range of socio-economic backgrounds access its programme. Monitored through postcode data.

Objective	Task	Date	Lead	Measure of Success
More people from a wider range of socio-economic backgrounds access Fèis Rois activities.	Deliver Voices in Bloom, a weekly "singing for health" group in Alness, a SIMD 1 and 2 area.	Year-round in 2025/26, 2026/27 and 2027/28	Community Engagement Officer	Fèis Rois sees people from a wider range of socio-economic backgrounds access its programme. Monitored through postcode data.
More people from a wider range of socio-economic backgrounds access Fèis Rois activities.	Deliver YMI Formula Fund contracts in Highland and Dumfries & Galloway that reaching all primary schools, including those in SIMD 1 & 2 areas.	Projects to take place during the academic year 2024/25, 2025/26 and 2026/27	Education Manager	Pupils and teachers enjoy taking part in traditional music activities.
To increase the number of care experienced young people in the Highlands accessing traditional music.	Offer a monthly Fèis Club for care experienced young people from across Ross & Cromarty to come together to make music.	Project to take place for 10 months of the year in 2025/26, 2026/27 and 2027/28	Community Engagement Officer	A minimum of 6 young people of primary school age take part each month and enjoy traditional music making experiences.
To increase the number of care experienced young people in the Highlands accessing traditional music.	Offer weekly one-to-one music lessons and volunteering opportunities in the Fèis Rois office.	Year-round in 2025/26, 2026/27 and 2027/28	Community Engagement Officer	A minimum of 6 young people of secondary school age and older (up to 25) take part and enjoy traditional music making experiences.
To increase the number of young people using Gaelic in informal settings outside of school.	Deliver two residential weekend courses for young people from P7 to S3 to come together to use the Gaelic language creatively outside of school.	May/June and November in 2025, 2026 and 2027	Gaelic Officer	A minimum of 30 young people a year benefit from this opportunity and have increased confidence in speaking Gaelic outside of school.

Objective	Task	Date	Lead	Measure of Success
To increase opportunities for Gaelic learners to come together to speak the language.	Host a monthly Cearcall Còmhraidh, online Gaelic conversation circle.	Every month in 2025, 2026 and 2027	Gaelic Officer	A minimum of 100 people participate and state that they have grown in confidence in speaking Gaelic.

EDI SWOT ANALYSIS

STRENGTHS	WEAKNESSES
<p>Fèis Rois has a reputation for:</p> <ul style="list-style-type: none"> Achieving gender balance and supporting women in music Working effectively with special schools in the Highlands and in Dumfries & Galloway Providing positive support to individuals with additional support needs, including professional musicians and project participants Successfully working with colleagues at The Highland Council to provide opportunities for Care Experienced Young People to engage in music making. Providing a clear pathway of progression from YMI in school to weekly after school music classes to residential music making courses to The Ceilidh Trail to tutor training and returning as a tutor. 	<p>Fèis Rois could:</p> <ul style="list-style-type: none"> Increase the amount of work it delivers to support Gaelic speakers (learners and fluent speakers) to engage in creative projects and the arts. Deliver more opportunities for people in SIMD 1 & 2 areas in Ross & Cromarty to engage with traditional music in contemporary contexts. Increase the overall demographic of participants and audiences.

OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> Extension funding from Bòrd na Gàidhlig will enable Fèis Rois to expand its offer of Gaelic language focused arts activity. Funding from the Community Mental Health and Wellbeing Fund will enable Fèis Rois to expand its work for people with disabilities. Showcase the work of the musicians with protected characteristic who work for Fèis Rois, including on social media. Collaborate with more partner organisations to enable more people, particularly those living in SIMD 1 & 2 areas, to access and enjoy music making opportunities in Ross & Cromarty and beyond. Opportunities to collaborate through Highland Third Sector Interface. 	<ul style="list-style-type: none"> Loss of funding. The sustainability of projects beyond one year is often dependent on continuing to secure funding at a time when there are many pressures on grant giving bodies. Competition. Fèis Rois works effectively in collaboration with other organisations rather than competing, but the constraints on funding at present mean there is inevitably competition across the sector.

TRAINING

Fèis Rois staff will be required to undertake EDI training annually. This could be, but is not restricted to, Disability Equality Training, LGBTQ+ awareness training, mental health first aid, managing challenging behaviour in education settings, and autism awareness training.

FINANCE

Fèis Rois budgets separately for staff training and for tutor training. This allows the organisation to meet the needs of its freelance artists and staff depending on the settings in which they are working and their individual development needs.

MONITORING

We acknowledge that we live in an ever-changing landscape, and we will endeavour to be at the forefront of good practice when it comes to equalities, diversity and inclusion.

Fèis Rois is confident that it has set deliverable EDI objectives and therefore identifies all of its EDI objectives as being LOW RISK.

The Fèis Rois EDI Plan is a standing item on the agenda at all quarterly Board meetings. The Board will look at the actual performance to date and be able to see quickly and clearly if there are any risks to the successful delivery of this plan.

It seems appropriate to mention the Board of Fèis Rois within the context of this plan. Our commitment to EDI also informs our governance structure. Both the Chief Executive and the Chair of Fèis Rois are women. In April 2024, of the 12 Directors / Trustees on the Board of Fèis Rois, 6 are Gaelic speakers, 2 are under the age of 25, 6 are former participants of Fèis Rois, and freelance artists and disabled artists are represented on the Board.

Read more about the Board of Fèis Rois at: <https://feisrois.org/about-feis-rois/our-board/>

At Fèis Rois, we are committed to being an equal opportunities employer and, as far as is reasonably possible, we will put in place measures to support all artists and musicians to be able to work with us.

A rider is a set of requests that an artist or musician supplies to a venue or organisation ahead of a gig, session or engagement and the requests are usually fulfilled by the venue or organisation. They are used by artists all the time so everyone knows what they need to provide the artist so that person can do their job.

An access rider is a document that details your access needs. Access riders are used by disabled artists to ensure that their access needs are met so they can do their job. Conversations about access can be difficult and some people struggle to communicate their needs fully. An access rider is an easy way to clearly communicate your access needs to anyone that you're working with, and start a conversation about what you need to do your job. Using an access rider can help everyone feel confident in their working relationships with each other.

You can provide an access rider after you've been booked to make sure that any conversations about your access needs happen early on, that way everyone knows what to expect and can make sure everything is in place before you begin work. Once you have your own access rider, you can tweak it for whatever situation you're working in.

The most effective access riders are specific, and use bullet points and headings to cover different aspects and timings of your work. The most important thing when creating your access rider is to make sure it gives a clear picture of your requirements.

What to consider when writing your access rider:

- What access issues have I experienced before and am likely to experience again?
- How have these issues been solved?
- What are my access requirements for online events and or meetings?
- Are any of my access needs negotiable?
- Is everyone familiar with the technology I use or require?

Some examples of requests we have had from musicians working on residential courses for Fèis Rois, include:

- I need accessible teaching spaces and overnight accommodation. For example, my classroom must be on the ground floor or have lift access. I need a wet room / shower that is on the ground with no lip into it and not over a bath.
- I need help to carry my instrument from my car to the teaching space.
- I deal with chronic pain in the early mornings so prefer to teach only in the afternoons and evenings.

Much of the information above is taken from the Musicians' Union website. See: <https://musiciansunion.org.uk/legal-money/workplace-rights-and-legislation/equality-rights/disabled-musicians-rights-and-support-at-work/access-riders-for-musicians#:~:text=An%20access%20rider%20is%20a,to%20communicate%20their%20needs%20fully>.

Further information on access riders can be found at: <https://weareunlimited.org.uk/resource/creating-your-own-access-rider/>

When creating your own access rider, you might want to use the following headings on a side or two of A4:

1. **Name:**
2. **A statement like: Please do not share this document without my prior consent.**
3. **Introduction**
4. **My Access Needs**
5. **Emergency Contact Details**
6. **Any Further Information**

Introduction

Here you can write a brief introductory paragraph about you and your work / arts practice / music. You can also write about your condition if you wish to disclose that and how it affects you. You should list the things that are essential to understanding how to work with you.

E.g., I am a musician. I spend much of my week teaching and I often gig at the weekend. I have a condition that affects my energy levels and causes chronic pain. My condition is exacerbated by stress, dehydration and overexertion. My condition can change rapidly day to day and even hour to hour, I will be sure to communicate clearly with the team about how I'm feeling.

My Access Needs

Here you can outline your main access needs. You can also separate them into sections according to different aspects of your work.

Emergency Information

Here you can write what should happen in the case of an emergency and who to contact.

Any Further Information

Here you can link to more information about your condition, and things you think people should know. You can also link to any theories you use in your practice and daily life.

Remember that Access Riders are flexible documents, so you can change and update them as you need. This is *your* document and not Fèis Rois' document.

We know that, for some people, it can feel easier to have a conversation and talk through your access requirements rather than trying to create a document like this by yourself. If you would prefer to talk in person, please do reach out to a member of the team at Fèis Rois and we will be happy to help.



The Impact of Fèis Rois on the Mental Health of Residents

The relationship between Catalina House and Fèis Rois has been one of absolute celebration.

The impact of Fèis Rois on the totality of mental health care provision in Catalina has been profoundly significant and transformative with qualitative data revealing a multiplicity of positive and developmental outcomes for residents as well as providing life enrichment.

Several of the residents participate in weekly music lessons and group sessions which has resulted in feelings of improved self-worth; self-esteem; self-confidence and indeed self-actualization (ref: Maslow's Hierarchy of Needs, the Study of Positive Human Qualities, 1943). One can also refer to the correlation with the National Health & Social Care Standards that are underpinned by the 5 principles of Dignity and Respect; Compassion; Be Included; Responsive Care and Support and Wellbeing.

One young resident who has experienced life significant trauma has created his own care plan entitled 'Untying the Knot'; this care plan was created by this resident as a direct result of his involvement in weekly drumming lessons with Fèis Rois and describes the release of mental strain and negative thought disturbance that are re-channelled via the rhythm and beat of the drum sessions. This resident has also created and written his own song based on the emotional connection with his place of birth in Scotland.

Other residents involved in music lessons have spoken about life skills development and the enjoyment of learning to play the guitar. The impact of Fèis Rois has had a tangible and emollient effect on residents' mental functionality, indeed two parents have referred to their daughter as having a renewed sense of purpose in life.

The initial Ceilidh in September 2023 was attended by many residents and family members and was regarded as a truly joyous occasion providing musical stimulation and collective merriment. The feedback from residents was exemplary and we are looking forward to the next Ceilidh. The partnership with Fèis Rois has embarked Catalina House on a new trajectory and journey where the positive influence on individuals' mental health has been observable and demonstrable. In certain individuals, their levels of apathy and disinterest have been replaced with re-motivation and personal goals and aspirations. In other individuals in Catalina, the team has noted a reduction in low mood manifestation, levels of anxiety and deep-rooted depression.

In summary, the role and impact of working in partnership with Fèis Rois has been of substantial benefit to residents with enduring mental health problems and associated symptomology. One resident can be regularly heard practicing the guitar in her room – again this is a direct result of her participation in weekly guitar lessons and sessions with Fèis Rois.

Glenn Millar, General Operations Manager, Catalina House
Catalina House: offering the highest standard of care for adults with mental health issues.

*f*ÈIS ROIS