Equity, Diversity and Inclusion Strategy

Last updated January 2025

Creating, nurturing and sustaining a collective power for change to embed an inclusive, diverse and equitable culture where horizons are widened for all identities and difference drives our music offer.

Five Principles

- Creating a diverse and representative creative output and stakeholder body at all levels which is reflective of our region and communities and visibly advocates EDI successes.
- To commit to using robust and creative methods to establish a diverse workforce and maintain an inclusive working atmosphere for all where everyone feels valued and heard.
- Providing all key stakeholders with a CPD offer that is relevant and responsive to the changing environment and is differentiated to appropriately support all on their EDI journey.
- Communicating with and showcasing to all of our stakeholders and general public achievements and successes within our EDI journey.
- Maintain and utilise robust monitoring, evaluation and review processes, to provides strong evidence that supports EDI need analysis for continual improvement.

Partnerships

- Develop and implement a collective EDI vision that shares responsibility and accountability amongst key stakeholders, all partner organisations, including MEHEM, through strengthening existing links.
- Actively seek new links and relationships and with a greater breadth of organisations to grow partnership diversity and enable working with collective differences.
- Regular interaction and intentional sharing with partners which harnesses a wide range of expertise and creates a strong learning environment to strengthen provision.
- Collaborative approaches enabling effective relationships with other local authority departments to deepen the connection between music and hard- to-reach pupils (PRUs/Alternative Provision/EHE).
- All partner organisations move beyond compliance to build a sense of shared responsibility, accountability and a commitment and willingness to be actively involved in positive change to promote EDI.

Evaluation

- Quality assurance that includes an EDI lens with all new initiatives/ projects/partners being measured against appropriate Key Performance Indicators (KPIs) to ensure the continued sustainability of high-quality activities.

- Data capturing is practical and achievable, including rich qualitative and quantitative outcomes to enable a sustainable and informative evidence-based analysis that informs EDI strategic priorities.
- Data capture is authentic and relevant to strengthening understanding of the present situation to then focus efforts on where impact is most vital for members of the workforce and young people.
- Needs analysis continually informs how to evolve provision, removes barriers and targets support for individuals and groups of pupils in all corners of the community (geographical and life circumstances).
- Visibility of action is transparent and communicated effectively and regularly to convey the aspirational benefits and celebrate EDI achievements within and beyond our organisation.

Workforce

- Embed EDI in the culture of our organisation, empowering all the workforce to be agents of change within their existing roles or responsibilities to be more resilient against emerging challenges and be brave to overcome outdated perceptions.
- Invest in organisational development to widen access to personal development, increased EDI training and embedding EDI values in CPD to become a progressive programme, involving initial awareness, reflection and to be continually relevant.
- Remove the conscious and unconscious barriers to recruitment, retention and progression for all groups and individuals to encourage a more diverse workforce where talent and creativity can be attracted, nurtured and retained.
- Widen and enhance data collection, monitoring and analysis on staff to facilitate better identification of their needs, to ensure action on supporting all members of the workforce and inform strategy on building a diverse workforce.

Governance

- Create a collective power for change across the whole organisation by fully engaging in, and embedding, EDI action planning that is the result of diverse conversations representative of all identities in the organisation.
- The EDI action plan embeds and advocates a culture of inclusion into all core activities and enables equally valued personal, social and musical outcomes.
- Design, implement and review policies that anchor inclusion across the partnership to make us responsive, relevant and resilient.
- Work regularly as a leadership team to support and challenge each other around effective EDI strategy to enable continuous learning about the broader drivers of music education.

Opportunities

- Review whole class delivery products with an EDI lens so that provision continually evolves to remain relevant and representative of all young people.

APPENDIX Vl

- Develop and diversify progression routes to embrace a broader genre of music that is representative of society and nurtures personal, social and musical outcomes.
- Music opportunities are tailored to the needs, interests and abilities of young people and those facing the biggest barriers receive the most support to access provision.
- Draw on the experience and knowledge of education inclusion specialists to influence, reshape and implement effective music provision that reaches children in challenging circumstances.