

Hampshire Music Education Hub (HMEH) – Strategy for Equality, Diversity and Inclusion

Vision

Hampshire Music Education Hub believes that the children, young people, and communities of Hampshire regardless of their background should have every opportunity to enjoy being part of strong, inclusive, creative, cultural communities. By championing equality, diversity and inclusion throughout Hampshire Music Education Hub and every element of work we undertake across music, the arts and mental health and wellbeing, we recognise how this helps to make life better for everyone and secure positive outcomes.

To help us achieve this, we must work closely with our partners including schools, arts and culture organisations (professional and community based), professional musicians and county council strategic partners. We all recognise that we have a significant role to play in leading the way, valuing the unique and lived experiences and different voices in our communities and ensuring that we provide high quality music and arts education for all. As a hub, our commitment is to understand any potential barriers and challenges and find ways to change and adapt so no child or young person is unable to experience opportunity and/or access a range of varying progression routes.

The following sections of our equality, diversity and inclusion strategy set out:

- **Why** being an inclusive organisation matters to us
- **How** we will achieve and deliver equality, diversity, and inclusion
- **What** we will do to make our organisation more inclusive

Why being an inclusive organisation matters to us

We all live and work in communities that reflect the increasing diversity of our country and indeed our world. Diversity is about difference, whether that be differences among people with respect to race, age, ethnicity, gender identity, physical and mental ability, health, sexual orientation, religion, social class, personality traits and any other human differences. At Hampshire Music Education Hub we celebrate diversity, however we know that being diverse is not enough.

We believe our success comes from using our diversity to work together, to learn from each other, to share ideas, to build on each other's experiences so that through inclusivity we become more than simply the sum of our differences.

Our 'why' must be deeply rooted in the values we share with our workforce, partners, children, young people, parents, and communities.

1. Showing kindness and compassion
2. Communicating with authenticity and integrity
3. Achieving a greater sense of belonging for everyone
4. Uniting with each other to celebrate differences
5. Having accessibility to learning and venues where learning takes place
6. Contributing to everyone's wellbeing
7. Leading on inclusivity and demonstrating consistency and fairness
8. Engaging with all people and all communities
9. Learning and developing from our shared experiences
10. Implementing accessible communication and information sharing

We want everyone to feel included, so that through music and the arts, we enable a consistent, cultural, and creative Hampshire across all communities that generates new ideas, works easily and effectively with others, and is adept at developing diverse talent.

How we will achieve and deliver equality, diversity and inclusion

We will achieve and deliver equality, diversity and inclusion by:

- Adhering to a robust EDI strategy
- Ensuring that HMEH is overseen by sound governance
- Being clear about what we mean and doing what we say we will do

We are committed to ensuring that all children, young people, communities and partners we work with enjoy being part of strong, inclusive communities, and that we ensure we are an inclusive employer, service provider and partner.

Our efforts to ensure an inclusive organisation delivering inclusive music and arts education is overseen by sound governance.

Across the governing body there is excellent intelligence around the different phases of education and making music in school in terms of inclusivity and accessibility. Additionally, within the group there is a depth of experience for organisational development, building a culture of change, partnership, and networking. These areas of expertise are vital in supporting Hampshire Music Education Hub in its work to broaden and diversify provision. The representation also enables greater intelligence regarding needs analysis and access to data.

Moving forward there is a planned audit of the governing body's protective characteristics to review how diverse representation is. This will then present an opportunity to plan for further recruitment (or to replace existing members as this arises) to reflect the diversity of the communities HMEH works with, including ethnicity, disability, gender and across socio-economic backgrounds.

The governing body enables:

- Collaborative working to ensure that music education contributes to achieving the stated objectives.
- Support and challenge for the HMEH strategic plan for music education in Hampshire.
- Robust feedback and evaluation regarding procedures to be in place.
- Advice and support regarding the priorities for investing in music education against the targets set out within the business plan.
- Monitoring progress against the agreed key targets within the strategic plan and business plan.
- Support, challenge, and the coordination of activity for specific priority and ethnic groups including children and young people in challenging circumstances, richly diverse ethnic communities, pupil premium and gifted and talented.
- Advocacy and support for the Hub to achieve a better music education for all children and young people.

Being clear about what we mean, and doing what we say we will do

It is important to the children, young people, parents, communities, and partners we work with and those who work for us, that they know what we mean, so they trust what we say.

Inclusion: Our conscious and deliberate act of embracing diversity. It is the value we place on creating an environment where everyone is welcome and included and feels they belong. It is reflected in our drive to enable everyone to be creative, imaginative, express themselves and be part of a strong cultural community where mental health and well-being is prevalent.

Diversity: The strength of everyone we work with or who works for HMEH. The positive value we place on our differences and celebrating these differences through the range of ideas and perspectives we bring. A desire to bring together and work with all representatives of each community in Hampshire.

Equality: To ensure we treat everyone with empathy and respect. To seek to break down barriers and challenges to ensure everyone has equal opportunities in music and the arts. This is reflected in our strap line 'Engage, Empower, Excel.'

Engage:

- We are driven to draw in, excite and inspire all children and young people through music regardless of social and economic situations, gender, race or learning needs.
- We work as a team to achieve this through a challenging, engaging, accessible and relevant curriculum, instrumental and vocal provision, including strong progression routes, ensembles, and high-quality events for all.
- We work with young people to shape and lead the music-making available to them. We respond to the voices of 'under-represented' young people and ensure their voice is heard.

Empower

- We champion all children and young people becoming independent learners not only as musicians but across all areas of education.
- We promote, facilitate and deliver opportunities that support the benefits of mental health and wellbeing.
- As a team of partners and a workforce we continue to develop within our roles and build the capacity to expand and broaden our provision, meeting the needs and aspirations within our community.
- We work to diversify our workforce, reflecting the varied personal and protected characteristics within the communities we work in; a workforce that then effectively contributes to changing the overall culture of HMEH.

Excel

- To enable all children and young people, regardless of economic and social circumstances, race or learning needs, to have access to the best musical and arts opportunities.
- To excel through these opportunities whether this be learning an instrument, playing in an ensemble, being part of an event or developing confidence, social and communication skills and feeling valued within a community.
- To excel as a team, partnership, and workforce to deliver the best music and arts provision whilst continuing to develop and broaden our own skills.

What we will do to make our organisation more inclusive

HMEH action plan for equality, diversity and inclusion will:

Improve

Continuously improve our systems, policies, professional development, teaching and learning to support the diverse needs of our staff, children and young people, parents, partners, and the communities we work in.

- Develop, implement and maintain inclusive ways of working – understanding the communities and our workforce.
- Ensure we have a fair and inclusive recruitment process supported by robust training for recruitment and induction leads.

Networks

Work with our school partners, arts and community partners, musicians, parents, young people, and children to understand lived experiences and support improvements for the future.

- Work collaboratively with school partners, arts and community partners, musicians, parents, young people and children and our workforce to achieve impressive results by listening and respecting different views and perspectives.
- Listen to young people to support the shaping and development of music-making for all, responding to under-represented voices, recognising and valuing unique identities and empowering children and young people to make change.

Culture

Understanding how to implement change to recognise the part creativity and culture play in supporting local economies and talent, health and wellbeing to enable all children and young people to excel and in turn improving the lives of people everywhere.

- Grow skills and knowledge and networks locally across Hampshire to help build new partnerships and establish conditions in which creativity and culture can excel.
- Strengthen and apply policy and processes for equality, diversity, and inclusion consistently.

Learn

Learn and develop as we go in terms of new skills and new understanding to better enable us to learn from mistakes to improve things for the future.

- Provide everyone with opportunities for development, progression and growth.
- Through continuous learning, review and learn from our work and experiences to become even better at what we do.

Understand

We seek to understand the needs and experiences of those we provide music and arts education for and work in partnership with.

- Increase workforce diversity, by increasing representation of our workforce from diverse backgrounds at all levels.
- Continue to develop and implement provision that is inclusive and accessible.

Data

Use needs analysis and data insight to monitor progress and develop new ways of working for the future.

- Analyse data to consider the changing needs of HMEH and review the impact of equality, diversity, and inclusion.
- Improve the consistent use of high-quality data in decision-making to inform the work we do.

Engage

Regularly engage both formally and informally with children, young people, parents, communities, partners, and our workforce.

- Encourage professional conversations and listen.
- Engage more widely to seek the views and perspectives of children, young people, parents, communities, and partners.