

HEREFORDSHIRE MUSIC EDUCATION HUB EQUALITY, DIVERSITY AND INCLUSION STRATEGY SUMMARY

HMEH EQUALITY, DIVERSITY AND INCLUSION POLICY

Herefordshire Music Education Hub is committed to equality and valuing diversity within its Board and Sub-Hub (working party) membership and delivery partners. Our goal is to ensure that the following commitments are embedded in our day-to-day working practices with all our stakeholders and delivery partners.

HMEH will promote equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

HMEH demonstrates this commitment by:

- treating Hub Board and Sub-Hub members, children & young people, parents/carers, practitioners, school/college colleagues and delivery partners/organisations fairly and with respect
- promoting equality of opportunity and diversity in the provision of musical opportunities and engagement of delivery partners/organisations
- promoting equality of opportunity and diversity within the communities in which we deliver activities and with all our stakeholders and delivery partners and their workforces
- encouraging the Lead Organisation to recruit from groups currently under-represented in our local context and promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- recognising and valuing the differences and individual contribution that people make

Every HMEH Board and Sub-Hub member has a personal responsibility for implementing and promoting these principles.

PRINCIPLES

Herefordshire Music Education Hub (HMEH) is committed to ensuring equality of opportunity for all children and young people regardless of race; gender; where they live; their levels of musical talent; parental income; whether they have special educational needs or disabilities; and whether they are looked after children.

HMEH will continue to develop its support for every young person with musical interests, by ensuring that young people:

- are aware of the musical opportunities provided by the Hub;
- feel that the Hub is 'for them' because the Hub engages with them in ways that are helpful to the young person and take account of their needs, interests and abilities;

- can easily engage with the Hub and sustain that engagement in ways that are satisfactory to the young person; and,
- are helped to progress musically, personally and socially.

Definitions of challenging circumstances include the following:

- Life condition - Young people with a permanent condition such as a disability, impairment or a condition such as for example those on the autistic spectrum.
- Geographical Issues - Young people with a challenge related to where they live. This could be about such issues as rural isolation or living in areas of social and economic deprivation or issues of geographical safety
- Background –where coming from a particular minority background – whether that be ethnic, cultural or faith based, in some way spotlights issues around accessing and progressing through music
- Life circumstances - Young people who bully or are being bullied, who live in state or foster care, refugees - to name but some.
- Behavioural issues - Young people with behavioural, emotional and social difficulties especially those who become excluded from mainstream school.

(Mullen 2011- adapted 2019)

INCLUSION ACTION PLAN – SUMMARY

Inclusion Strategy Day held with managers of the Hub Lead Organisation and Dr Phil Mullen.

The purpose of the day was to:

- Enhance understanding of ‘Inclusion’ and review different models of ‘Inclusion’
- Review current inclusive practice and opportunities:
 - identify strengths,
 - challenges,
 - opportunities and
 - summarise possible next steps
- Consider strategy implications for Inclusion in light of the Herefordshire context, including
 - Short-term actions
 - Medium term goals
 - Long term vision

Achieved and/or ongoing

- Capacity for developing inclusion reviewed
- Embedding inclusion within the Hub/Lead Organisation by further development of inclusive values
- Workforce development –‘Inclusion Champions’ established of as part of the ‘All Included’ project in partnerships with MAC Makes Music
- Developing SEND support within Wider Opportunities in partnership with OHMI Trust
- Establishing SEND ensemble – pilot of Herefordshire Online Inclusive Choir in partnership with MAC Makes Music and Soundabout
- Process to establish demographics/need of geographical areas

- Engage with Virtual School to deliver activities for LAC via Livewire provision
- Promotion of mental health / wellbeing – Singing for Wellbeing Leader in post planning, promoting and delivering a range of projects for schools and the wider community

Short term

- Request that the Lead Organisation reviews its EDI Strategy linking to the Hub's strategy (LO management team)
- Music technology audit: skills and equipment

Medium term

- Further develop inclusion partnerships – LA departments and Inclusion officers – health and social care; SEMH; LAC
- Consider strategies/projects for children who do not engage when in Wider Opportunities classes
- Revamp website to become more 'inclusive'
- Develop Inclusion Network (special schools)
- Engage with Ukrainian/Polish/Eastern European including refugee communities
- Engage with Gypsy & Romany Traveller community

DETAILED STRATEGIES - EXAMPLES

HEREFORDSHIRE MUSIC FUND

Through our partnership with the Herefordshire Music Fund (a local registered charity), children and young people from families in financial hardship are able to access instrumental and vocal tuition and musical activities through the award of bursaries. During 2021-22, 63 children and young people were supported, including attendance at Encore Youth Music ensembles and the Livewire popular music programme.

ENCORE YOUTH MUSIC (EYM)

Encore Youth Music ensembles are open to any pupil who wishes to participate and meets the required standard, including those with special needs or disabilities. The Lead Organisation always seeks to make arrangements and adjustments in order to ensure children and young people with SEND are able to participate in ensemble opportunities.

Encore Youth Music ensembles include music from a range of cultures and traditions from across the world.

EYM's Livewire (popular music provision) caters for young people that prefer informal music activities and includes a range of musical genres and lyrics that raise and challenge issues of equality and diversity.

The Herefordshire Inclusive Online Choir is designed for children and young people with MLD, SLD and PMLD and their family and friends

WIDER OPPORTUNITIES

As part of Wider Opportunities projects young people perform and listen to a wide range of music from different musical traditions, genres and cultures, including, for example, by promoting Black History Month.

SPECIAL SCHOOLS

HMEH liaises closely with SEND/SEMH school colleagues to design and deliver music projects and activities, appropriate for each educational setting. Current HMEH support for special schools includes curriculum music opportunities delivered by specialist Lead Organisation accredited practitioners, bespoke projects and the provision of resources.

PARTNERSHIPS

Through our partnership with MAC Makes Music and Soundabout, HMEH benefits from the expertise of inclusion specialists. Our partnership project 'All Included' provided two special schools with bespoke support.

Through our partnership with the OHMI Trust, young people with physical disabilities are provided, whenever possible, with adapted instruments.

WORKFORCE

Encore (Lead Organisation) has a team of employed and freelance 'Inclusion Champions' that are developing skills for delivering music projects to young people with a range of SEND