

Leicestershire Music Hub Inclusion & Quality Principles

True inclusivity can only happen in music education if there are opportunities for all children and young people to be supported as musicians across all genres and styles, by practitioners who understand their needs and who are equipped to help them on their individual learning journeys.

Leicestershire Music Hub:

- identifies and works to break down any barriers to music-making that young people face;
- puts the voices of children and young people at the heart of the work, which is relevant to their needs and interests;
- supports a diversity of high-quality music-making across a wide range of genres and musical activities;
- actively works to create understanding, among all those involved in music education, of the different approaches to teaching and learning;
- makes inclusion a central factor in funding and resource allocation; strategy and planning; programming/curriculum; and staffing and professional development.

We will embed the following principles in all of our work

The Arts Council England seven quality principles:

- Striving for excellence and innovation
- Being authentic
- Being exciting, inspiring and engaging
- Ensuring a positive and inclusive experience
- Actively involving children and young people
- Enabling personal progression
- Developing belonging and ownership

Leicestershire Music Hub will take positive action to:

- promote diversity and full access to opportunity in all areas of its work and structures.
- prioritise working with people and communities whose full participation in society is limited by disadvantage and discrimination
- promote social justice and full access to opportunities through all its activities and programmes
- ensure all activities and programmes are fully accessible and promote awareness of the rights and needs of different groups of people
- challenge disadvantage and discrimination
- challenge practices, legislation and institutions that deny the rights of individuals or groups
- experiencing disadvantage and discrimination
- have a positive and inclusive workplace culture and environment with a workforce that reflects the area in which it operates

- share its experiences and promote good practice in the area of equality and diversity throughout its members and beyond
- identify and find ways of tackling new and emerging problems affecting groups facing disadvantage and discrimination
- increase its involvement and collaboration with other organisations that promote equality and diversity.

Leicestershire Music Hub Equality Objectives

(Objectives for ensuring that our services are responsive and accessible:

- Make special or separate service provision where appropriate
- Ensure our services are delivered in buildings that are accessible to all
- Provide clear, meaningful information about our services in ways that are accessible and
- meet the community's needs
- Work together and consult with all sections of the community on needs and provision
- Monitor take-up and evaluate services to ensure they do not discriminate or exclude.
- Objectives for equal and appropriate treatment in employment:
- Implement recruitment and selection processes which are non-discriminatory and
- encourage applications from all groups in the community
- Ensure that all members of staff have fair access to learning and development opportunities
- Provide a safe and accessible working environment that values and respects
- each individual.
- Ensure that access to information and data is as open and transparent as possible
- Ensure a culture and working environment free from discrimination, harassment and
- violence
- Ensure effective communication with and involvement of all members of staff
- Apply a transparent way of evaluating jobs that aims to ensure equal pay for equal work
- Encourage and support staff to reach their full potential.

Objectives for effective partnership with the community:

- Encourage and support people from city and county communities to be active in hub and service delivery and decision making
- Work with others to provide an environment that is free from discrimination, harassment and violence
- ensure our partners adopt this policy, including those who provide goods and services on
- our behalf
- actively seek out, listen and respond to the views of our communities through appropriate consultation and participation within a safe environment.

Leicestershire Music Hub is committed to the principles of the *Youth Music Guidance for music education hubs: Developing an inclusive approach to the core and extension roles* as outlined below:

Through WCIT we will aim to ensure that:

- Every child is engaged, supported and empowered to take part in whole-class music-making activity in a way that is suitable to their needs.

- All children are supported to learn the fundamentals of music through any form of musical instrument, in a large group, on a weekly basis, for at least a term.
- The music-making takes children's views and interests into account and is engaging and enjoyable.

Through performance and ensemble opportunities we will aim to ensure that:

- Children learn to work with others through music, collaborating and sharing their work with an audience.
- Children are supported to make music and learn to work together and perform as musicians in groups outside of lessons.
- A broad range of activity is available, including bands, orchestras and other ensembles; music technology; or any other form of music that young people are interested in

Through Progression routes we will aim to ensure that:

- A range of progression pathways are offered to support young people's musical, personal, social and professional development and encourage a lifelong relationship with music.
- The offer is equitable so that nobody misses out due to their circumstances or background.
- The offer is communicated effectively to and by all communities in the local area.

Through our singing strategy we will aim to ensure that:

- Singing and a range of other vocal activities (e.g. rap, beatboxing, spoken word) are an integral part of the music education strategy, used throughout all core and extension roles.
- Singing is used as a foundation for all other musical learning.
- Children sing regularly, and local choirs and vocal ensembles are part of our hub network.

Through our CPD offer we will aim to ensure that:

- School staff are offered the appropriate CPD to support the delivery of music in the curriculum.
- The wider music education workforce (i.e. not just those employed by the hub lead organisation) is supported to develop their inclusive practice.
- The diversity of the hub workforce reflects the diversity of the local population.
- The school music education plan shows how the hub will work with all schools, including special schools and alternative provision settings.

Through our instrument loan offer we will aim to ensure that:

- All children have access to an instrument that is appropriate to their needs and interests.
- Children can take their instrument home for practice.
- Subsidy is available for those on low incomes.
- The service is available to all children and young people in the local area – not just those engaged in other hub activities.

Through access to high quality and/or large- scale musical experiences we will aim to ensure that:

- All children have regular opportunities to take part in inspirational musical experiences, as performers and/or audience members.
- Strategic relationships exist between the hub and local music venues.
- Children get to meet and work with inspirational role models.