

## Leicestershire Music Hub: Needs Analysis

### Tools:

Key area of evaluation	Status	Target group	Aim (link to SMART target)
Review of publicly available statistics relating to our area	In development	All LMH activity	ALL
Ongoing activity data gathering - LM activities	Established	All LM parent, pupils and school activities	ST2,3,4,5&6
Parent and pupil survey - LM activities	Established	All registered LM parents and pupils	ST3,4&6
Parent and pupil Needs analysis survey	In development	All parents and pupils in LMH area	ST3,4&6
Parent focus groups	In development	All parents and pupils in LMH area	ST3,4&6
CPD evaluation - LM activities	Established	All participants in CPD - school teachers, music teachers etc.	ST2 & 5
Network meetings	Established	School teachers, music teachers	ST2 & 5
School curriculum support/Quality Mark Visits	Established	School teachers	ST2 & 5
Case studies	Established	Pupils, schools, partners	ST2,3,4,5&6
Partnership projects - snap survey	In development	Partners	ST1 & 7

Fundraising network meetings	In development		ST7
Membership of partnerships boards and attending partner events	Established		ST1 & 7
Youth Voice feedback	Established	All young people involved in our youth voice network - open to pupils and non-pupils	ALL
Marketing activity report - inc. web data and social media		Parents, schools, partners, pupils	ALL
WCIT evaluation (1 term/pilot WCITs, inc tech)	Established	Schools	ST2 & 6
WCIT evaluation (3 term WCIT)	Established	Schools	ST2 & 6
DfE Schools survey	Established	Schools	ST2,3,4,5&6
Staff teaching quality visits	Established	Schools & LM staff	ST2&3
Staff survey to include skills audit	Established	LM staff	ALL
Capital grant - Instrument need consultations - meetings and surveys to consult all partners (inc. schools, specialist delivery, 121 teaching etc.)		Schools, specialist delivery, 121 teaching staff, partners etc.	ST2&3
Diversity review staff, partners, exec	Needs improvement	LM staff, partners	ST10
Performance review	Established	All LMH activity	ALL

**Table 1**

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## Existing

As per Table 1, Leicestershire Music (LM) have a variety of embedded evaluation and needs analysis tools which give a broad overview of where we are at and what the needs are of our partners, schools and ultimately young people.

A proportion of our need analysis data comes from our School Engagement team as they regularly visit, consult and support schools via 1:1 and network meetings. This data is rich and helps create a good picture of the needs of schools. Currently these include supporting with the creation and resourcing of in school ensembles, high quality CPD offers, support with curriculum schemes of work and resources and access to live music performance. All of which has fed into our SMART targets and Activities Plan for 2024-25. This feedback, coupled with our position in the local authority 'Children and Families' department, means we have a good picture of what the landscape looks like for schools currently – helping to inform what our school support offer will look like, how it is costed and what it focuses on.

The implementation of Hub partner surveys and LM staff being present on Hub partner community Boards and working parties, has been really useful in helping to embed strategic Hub working and allow LM to have a broader knowledge base of the needs of certain communities, smaller specialist music education organisations and individuals across the City and County. For example, the Philharmonia Community Board brings together Hub based partnership working with a wider audience and allows members of the Board to learn about what opportunities are out there and how we can maximise impact collectively.

Our Youth Voice work has grown in strength over the past 12 months and feedback from a group of youth ambassadors has enabled us to design performance opportunities, a career support strategy and be successful in getting Sound Connections funding to grow this work and deliver more opportunities in line with their needs to learn more about forging a career in music and how to begin this under 18.

## In Development

There are 3 key areas of our Needs Analysis that we will continue to develop during 2024-25. These are:

- Hub Capital Grant – we will be focussing on getting feedback from a number of stakeholders on their instrument needs. This will be via our Music Technology centre programme, Secondary School equipment survey, Special Educational Needs music equipment, Early Years, 1:1 and small group teaching team, Hub partners and LM staff with regard to the remodelling of LM’s CIL offer.
- Fundraising Strategy – Our Fundraising Strategy, developed with Hub partners, gives insight into the needs that our partners have identified and those needs that are common across our region. During 2023-24 the mental health and wellbeing of young people was identified as a common thread that all partners want to address and so during 2024-25 this will be developed further into a potential joint funding bid and further on, a research project in partnership with one of our local universities.
- Parent Feedback – as we begin to engage with larger number of parents in a direct way (through 1:1 teaching, increased music group membership and at performances etc) it will become even more valuable to capture the voice of the parents in our need analysis and evaluation. Simple tools such as informal ‘post it’ note feedback has been introduced at performances, but during 2024-25 we will develop and trial more in depth feedback tools such as focus groups and targeted needs analysis survey. This work will become especially useful in helping us understand the needs of parents when it comes to progression into music careers advice for them and their young people.

Using our needs analysis and our evaluation and impact tools we will introduce an Impact Report for the first time in Summer 2025. This document will encapsulate both our Qualitative and Quantitative Data from across the Hub network and allow us to share the impact that music education has had on the children and young people of Leicester and Leicestershire, telling powerful stories, raising the profile of music education and empower our workforce and partners to talk about and advocate for music education confidently.

## Key Learning – A Summary of the key learning from our Needs Analysis 2023-24

Across our CPD evaluation in 2023-24 we had 174 responses from teachers highlighting their key needs. These were:

- Instrument hire
- Individual curriculum advice/conversations around curriculum
- Free training
- Follow up CPD sessions
- More CPD courses
- Sharing music networks
- Recommendations of peripatetic teachers
- More low cost/free musical opportunities for schools

This learning has led to the introduction of refresher CPD courses and an increase in live music opportunities for schools at low cost. We also ran a fundraising workshop for schools as part of our annual music educators conference, which helped schools gain skills to be able to apply for small music grants and funds.

Our music group membership survey (which went to parents and young people) showed us that there is a need for more visual progression through groups which has meant bringing our beginner, developing and advancing groups into one venue. We have also given child protection and safeguarding training to some of our music group ‘graduates’ so that they can continue to work with us and develop skills about music leadership. Young people also told us they would like to play a wider variety of repertoire and this has meant involving partners in opportunities which will allow them to discover Jazz, Folk and music technology opportunities. This also highlights a workforce development need regarding creative ways of rehearsing an ensemble and therefore the focus of our CPD this year will be for conductors and group leaders to observe partner organisations and vice versa to share good practise and repertoire ideas. Young people also told us that the social element of music making was very important to them and so we have reintroduced an annual music tour for 24-25.

In our whole class instrumental teaching (WCIT) needs analysis we learnt that CPD around reducing teacher talk and making lessons more musical in their language is an area for improvement. Our Autumn term staff training will include a session on the fundamentals of good quality music teaching so help build up skills and confidence in these areas. Cost was also revealed as an increasing barrier to schools – with WCIT being the largest subsidised area that LM delivers, we will need to spend time in 2024-25 reworking our CIL offer – making it both cost effective for schools and LM and therefore increasing the number of pupils who can access it.



