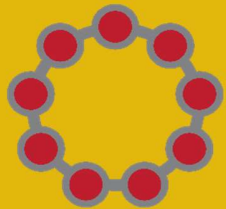


Greater Manchester Music Education Hub

Inclusion, Diversity, Equality, & Access Strategy



Greater Manchester
MUSIC HUB



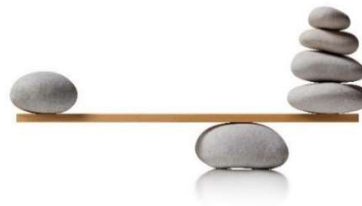
PURPOSE

Inclusion, Diversity, Equity, and Access is at the core of our Vision, Mission, and Values. We believe that every child should have the best start in music. The GMMH are committed to providing an inclusive and accessible offer to all young people across Greater Manchester

This document has been produced as a result of initial work with SLS 360 who are an Equity, Diversity, and Inclusion consultancy firm specialising in challenging and supporting organisations to create inclusive cultures, which took place from September to December 2022. Further consultancy work with SLS 360 will also take place throughout January 2023

During January and February 2023 additional consultancy with SLS 360 will take place, where members of the staff and student community will have their opportunity to share their views and influence our future directions.

This document proposes a direction and rationale for the strategic delivery of our activities relating to Equality, Diversity, and Inclusion for the future. After consultation, a revised version of this document will be reviewed and approved by the associated music services leadership teams and GMMH Executive Board



Greater Manchester Characteristics

Established in 2012, the Greater Manchester Music Education Hub (GMMH) is the largest music education hub in the UK for Bolton, Bury, Oldham., Rochdale, Salford, Stockport, Tameside, Trafford, and Wigan

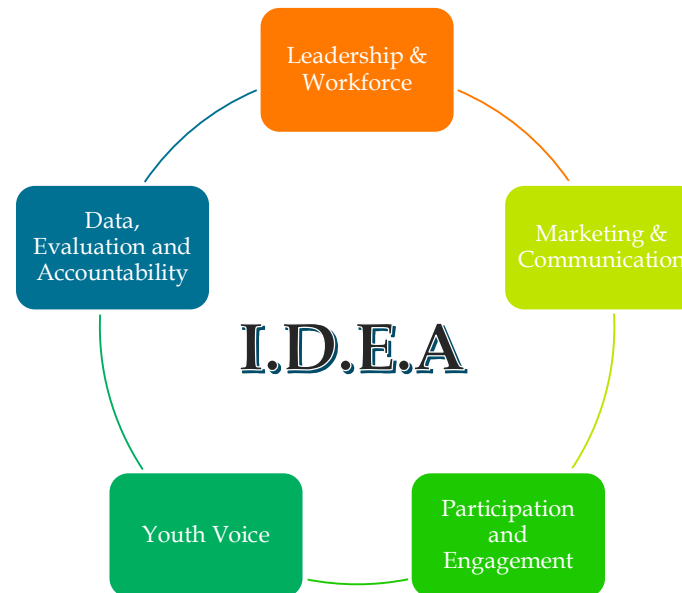
Greater Manchester's population in the 2021 Census is estimated to be 2,867,800. This is an increase of 185,272 on the 2011 Census final estimate and represents a growth of 6.9% in the ten years, higher than the growth across England and Wales (6.3%) over the same period. All Greater Manchester local authorities have seen population growth since 2011 with the highest rate of growth being in Salford (15.4%).

Greater Manchester Combined Authority



Inclusion, Diversity, Equality, and Access Strategy (I.D.E.A.)

The development of the Greater Manchester Music Hub I.D.E.A strategy will be a significant milestone in future direction of the drive to create an inclusive and sustainable musical offer for all young people within the partnership. Five strands have been identified which will provide a structure for action planning and strategic development for the Hub within the focus of broadening inclusion, diversity, equality, and access.



Strand 1 – Leadership and Workforce

Ethnically Diverse groups are underrepresented in all levels of workforce within Bolton Music Service and the Greater Manchester Music Hub. Annual reporting to Arts Council England (ACE) for the 2019 2020 academic year highlighted that the total representation of ethnically diverse members of the workforce across the GM Hub to be 2.64%, highlighting the significant underrepresentation in our workforce. Recent annual reporting has demonstrated that the total Ethnically Diverse workforce representation has increased to 4.5%, however, this rise has been due to changes in reporting guidelines as services were able to include self-employed teaching staff.

The strategic board of the GM Music Hub wish to explore ways to begin to readdress this imbalance and recognise the need for diversity in both educational delivery and leadership is recognised as being fundamental in building more diverse future communities. The need for diversity in both educational delivery and leadership is recognised as being fundamental in building more diverse future communities. The influence of role modelling does not only apply to pupils but also to existing teachers in the profession where there are visible ethnically diverse leaders in education therefore modelling hub equality expectations.

Inclusion	Diversity	Equality	Access			
Strand 1: Leadership and Workforce						
Objective	Action	Monitoring	Who is responsible for implementing?	What are the timeframes?	Early success indicators	Impact Measure
Review of current IDEA practice and identification of key areas of development, examples of good practice	The lead organisation will collaborate with an external consultant to conduct a thorough situational analysis - this will include the collation of accurate EDI workforce and participation data.	Communication Audit (External) Staff Survey / Board Survey EDI Service lead meetings	EDI champion from Lead Organisation (BMS) Samantha Stimpson (SLS 360)	September 2022 – February 2023	Situational analysis shared with heads of service and board.	Action plan amended to address recommendations and findings.
Establishment of GMMH IDEA focus group to feed into advisory board and heads of service groups.	Identification of EDI champions for each music service. Focus Group established	Feedback from focus group to Board and Heads of Service.	Head of service with EDI champion form lead organisation	September 2022 January 2023 Then termly monitoring and	Meeting schedule in place.	Challenge to board and heads of service Improved outcomes for YP.
Diversification of GMMH board to enable better representation and challenge from under-represented groups.	Identify EDI lead within the GMMH board. Recruitment plan created to address underrepresented groups to board and related advisory groups	Reviewed by board	Board members	2023	EDI lead identified. Recruitment plan in place	Diversification of board improves.
Workforce is knowledgeable.	Appropriate training for board members and wider workforce.	Feedback from EDI champions and board members	GMMH EDI champions	2023/2024	Initial training in place	Workforce and board more knowledgeable and confident.

				(Initial Training Spring 2023)		
Dissemination of IDEA policy and approach.	<p>Heads of service and EDI champions to ensure IDEA action plan is shared to all staff and stakeholders.</p> <p>Gather feedback on further development.</p>	<p>Feedback monitored and fed back to focus group, heads of service and board.</p> <p>EDI discussion on every board agenda</p>	<p>Heads of Service</p> <p>GMMH EDI champions</p>	December 2022	<p>Action plan and strategy on website and shared with workforce</p> <p>Email set up for feedback</p>	Workforce and stakeholders informed of strategy and able to feed into development

Strand 2 – Marketing and Communication

Effective and inclusive marketing and communications allows consumers of all backgrounds and lifestyles to connect with the Greater Manchester Music Hub

Representation and accessibility are inextricably linked. Marketing and social media content throughout the GMMH needs to be designed to connect communities and allow everyone to see themselves reflected in the musical offer which is available to them of pictures.

An externally commissioned review of Bolton Music Service’s media and communications found a lack of diversity feature around both the website and social medial channels. Across the website there was not a single ethnically diverse child or adult represented and only 7 across our social media resulting in a need to better reflect the level of diversity within the community of Bolton within our communications and marketing, The lack of diverse representation across several protected characteristic areas is concerning and something that needs to be addressed as a matter of urgency.

From the outside looking in, your organisation seems to only cater for white and non-disabled individuals. As a prospective musician wanting to get involved with BMS, I would be put off massively by the fact that there isn’t anyone across the communications that look like me (a Black woman) as I fear I would feel very alone / excluded. (Bolton social media review – September 2022)

Inclusion	Diversity	Equality	Access			
Strand 2: Marketing and Communication						
Objective	Action	Monitoring	Who is responsible for implementing?	What are the timeframes?	Early success indicators	Impact Measure
Review of current social media, website, and digital presence.	External review of social media and website commissioned by lead organisation Feedback to heads of service and board Recommendations addressed.	Feedback gathered on changes by stakeholders.	EDI champion, lead organisation. SLS 360 Board / Heads of Service	September 2022 Feedback and action plan January 2023	More diverse social media and web presence	Increase in diverse stakeholders and young people engaging with the service
IDEA , strategy, action plan, resources, and updates clearly accessible on website.	IDEA area developed on GMMH website	Lead organisation Board EDI champions	Lead organisation	Launch Dec 2022	Web area populated	Resource bank developed and shared IDEA strategy accessed
Creation of marketing and communications which supports positive engagement across all protected characteristics and underrepresented groups.	Review of current communications Action plan created	Lead organisation Board	GMMH EDI champions	2023/2024	Changes to marketing and coms	More diverse representation and take up of services.

Strand 3 – Participation and Engagement

The core delivery roles of Music Services have changed little over the past 15 years. Reductions in funding have required services to emerge into fully traded units and targeted work is primarily restricted to additional funded projects and initiatives. Although there has been significant diversification of the school population there has been minimal changes to the stakeholder engagement and services they buy into. Through exploring new opportunities, potential for new partnerships and alternative ways of working we can provide better diverse outcomes for the young people and communities we serve.

There is a need to understand and critically evaluate services offered and opportunities for new delivery so to better evolve and develop more diverse practice, the review of these services should also consider any that may, or may not, promote or exclude ethnically diverse, disability, or any other protected characteristic participation.

The GMMH has a well-established and valued partnership with key music educators and organisations in the Northwest region and these relationships will be a principal factor in the potential redesign and development of services and activities delivered by music services.

Inclusion		Diversity		Equality		Access	
Strand 3: Participation and Engagement							
Objective	Action	Monitoring	Who is responsible for implementing?	What are the timeframes?	Early success indicators	Impact Measure	
Participants who engage with the GMMH feel safe and welcome.	Creation of safer spaces policy by the GMMH IDEA focus group. Utilising example from Brighter Sounds (GMMH partners) and good practice already taking place throughout partner music services	Reviewed by Board	GMMH EDI focus group	January / Feb 2023	Safe Spaces Policy on Website	All stakeholders and staff understand importance of safe space.	
Create a more diverse programme of activity for YP to access and participate in	New partnerships explored with organisations who can support creation of new programmes	Lead organisation Board GMMH EDI focus group	Lead organisation	Digit and EFDSS partnership in place 2023/24	New activity taking place	Increase in young people from under-represented groups taking part in new activity.	
Increase diversity of those who access current and new activities and opportunities.	Support staff to feel able to provide more accessible routes into existing activity	Heads of service Board GMMH EDI focus group	Heads of Service	2023/2024	Adaption of existing program of activity to ensure inclusive access	Increase in young people from under-represented groups taking part in new activity. Teaching staff knowledge developed.	

Strand 4 – Youth Voice

GMMH aims to engage young people's passion for music, support their progression to additional music opportunities within and beyond our delivery programme, and amplify their voices and influence across distinct aspects of music engagement within the music service and through our partners.

Central to this strand will be the development of Young Leaders Networks across the GMMH areas. These groups will be able to reflect local young voices and enable young people have an impact 'on their own patch.'

Youth Voice in Bolton Music Service. *Within Bolton and Blackburn with Darwen the network holds half termly meetings are facilitated by two music leaders, one of whom has progressed as a young trainee leader. The agenda is shaped by young. Volunteering opportunities are available in Music Centre sessions or with partner organisations. Paid trainee music leader and assistant music leader opportunities are built into project and workshop and ensemble delivery to facilitate progression for young people who are interested in developing music leadership skills.*

Inclusion		Diversity		Equality		Access	
Strand 4: Youth Voice							
Objective	Action	Monitoring	Who is responsible for implementing?	What are the timeframes?	Early success indicators	Impact Measure	
Increasing the diversity if young people whose voices contribute to the Young Leader Conversation.	Build on existing youth voice networks to development a GMMH Young Leaders Network.	Heads of Service review	Lead organisation Youth Voice Champion	Jan – July 2023	GMMH Youth Voice network launched	Youth voice increased across GMMH hub	
	Development of micro-grant strand for YP to access to develop small scale projects and build diversity access within neighbourhood settings.	Board / Heads of Service review	Lead organisation / Board	2024/2025	Plan created	New activities developed, increased involved in YP participation	
	Provide pathways and opportunities for progression / career development through masterclasses, workshops, and apprenticeship / youth leadership roles.	Board / Heads of Service review	GMMH organisation Youth Voice Champions	2023/2024	Workshops offered – programme established	Links with creative industry strengthened and developed. Young people engaged in training with GMMH music services	

Strand 5 – Data, Evaluation, and Accountability

The collection of relevant and appropriate ethnicity data is a key factor in developing a clear action plan for future development and rebalance of diversity with our organisations.

The data provided is currently not used to inform gaps in provision, areas for development, impact on stakeholder engagement or to explore how representative our teachers are of the local school population and the impact that this may have on future service relevance and sustainability.

Inclusion	Diversity	Equality	Access			
Strand 5: Data, Evaluation, and Accountability						
Objective	Action	Monitoring	Who is responsible for implementing?	What are the timeframes?	Early success indicators	Impact Measure
Regular collection and evaluation of appropriate IDEA data to inform programme development, delivery.	GMMH board and Heads of service Data collection areas agreed post situational analysis feedback from SLS 360	Board	Heads of Service	January – March 2023	Clear data collection areas agreed, and data dashboard created.	Robust, clear data collection plan in place. Effective data monitoring able to take place to inform future planning and highlight areas for development .
	Associated Data targets built into activity delivery and development	Heads of Service	GMMH EDI focus group	March – July 2023	Monitoring feedback submitted.	
	Regular monitoring, collation and publication of data	Board	Lead Organisation	Baseline data collected March 2023 – review annually.	Data dashboard published on website (July 2023)	

