

Sutton Music Education Hub: Equality, Diversity & Inclusion Action Plan 2022-23

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EDI Statement

The Sutton Music Education Hub is committed to enhancing a variety of diverse and cultural musical experiences; that is reflective to the children and young people we serve.

Why?

Vision

Sutton Music Service aims to help every young person in the London Borough of Sutton to make, be inspired by, and celebrate the music they love. It is the job of Sutton Music Hub to deliver this vision and coordinate all the people, partners and resources needed to consistently strive to reach this aim.

Mission

We provide access to music in all its forms for the people of the London Borough of Sutton. We offer brilliant and affordable music tuition, and opportunities to participate and excel in performance and we champion new and exciting forms of music.

Whatever your ability, your passion or your preferred music tastes, we want to offer affordable and inclusive opportunities for young people and their communities to get involved.

It is the job of Sutton Music Service to deliver this mission. The SMS is where music teaching, listening and playing all come together for the benefit of the young people of the London Borough of Sutton.

Principles

- We are committed to making a difference.
- We are creative in our thinking but always aim for high standards.
- We are inclusive and open.
- We are open-minded about music.
- We advocate music learning for all people.
- We are part of a community, and we are a family.

- We love what we do.

What do we mean by Equality, Diversity & Inclusion (EDI)?

- We want to bring as many children and young people together as possible to make music with us – *all are welcome!*
- We want children and young people to know that their musical cultures and tastes are important and that we want to hear and celebrate them.
- We want to create as many musical opportunities as possible to celebrate all forms of music.
- We want our activities to be a true reflection of the cultures we celebrate and will seek specialist partners to create high-quality musical experiences.
- We want our children and young people to have the opportunity to work with specialist musicians that reflect the diversity of the London Borough of Sutton.
- We want to support all children and young people to be accessing a brilliant, inspiring musical education, regardless of the barriers that they face.
- We want to listen to what young people have to say and work with them to develop their Music Hub.

Where are we?

Very much at the start of our EDI Plan and journey.

We serve a total school population of 34,881. The school population has steadily grown over successive years, as has the number of students who receive Free School Meals (16.4%). The Income Deprivation Affecting Children Index (IDACI) puts 29.25% of children in the most deprived decile, 35.74% in the middle, and 35.01% in the least deprived. 1.65% of pupils are enrolled in Special Schools and 0.40% in Pupil Referral Units (PRU). 3.76% of pupils have an Education and Health Care Plan (EHCP), and 9.95% receive Special Educational Needs support. The top three spoken languages other than English are Tamil (4.98%), Urdu (2.76%), and Polish (2.27%).

To ensure fair treatment and opportunity for all, the Sutton Music Hub has the following activities have signed the Music Mark Talk in Action Pledge.

Needs Analysis

Offer	Musical Preference	SEND	Low Income	Cultural	Youth Voice
Vocal & Instrumental Learning	<ul style="list-style-type: none"> - Music Academy - In-School Peripatetic tuition - Western classical instruments - Singing - Contemporary instruments (guitar, drum kit, etc.) - Djing 	<ul style="list-style-type: none"> - SEND/ Well-being Student Profiles - Youth Music Sensory Impairment Project 	<ul style="list-style-type: none"> - FSM Remissions - Sibling discount - Additional ensemble discount - SYMSA bursaries 		

	- Music Production				
Music Groups (Ensembles)	<ul style="list-style-type: none"> - 3x Orchestra (beginner, intermedia, and senior) - 3x Wind Bands (beginner, intermedia, and senior) - 3x Choirs (KS1, unbroken voices, broken voices) - Rock & Pop performance (ArtsOne Rocks – Hub Partner) - Academy Ensembles (Small groups – brass and guitar) 	- SEND/ Well-being Student Profiles	<ul style="list-style-type: none"> - FSM Remissions - Sibling discount - Additional ensemble discount - SYMSA bursaries 	- Ensembles trips to professional concert performances	<ul style="list-style-type: none"> - Student Council - Student representation on the Music Hub Subcommittee
Concerts & Events	<ul style="list-style-type: none"> - Autumn, Spring & Summer Concert Weeks - Music Academy Recitals 		- Remissions		<ul style="list-style-type: none"> - The Sound Lounge “Hub” showcases - Student Council-led Performances
Schools Offer	- Whole Class Ensemble Tuition (WCET), including Music Production and guitar/ ukulele	- Open Orchestra at Sherwood Park Special School	<ul style="list-style-type: none"> - Lessons and musical groups at all price points. - Remissions & subsidy 		- What Music Means to You Youth Voice Survey

Action Plan

What will we do?	How will we do it?	How will we measure?	When will it be done by?
Develop the recruitment and retention of high-quality, diverse tutors.	<ul style="list-style-type: none"> - Review and refine our recruitment process from job adverts and person specifications to onboarding and offboarding. - Tracking diversity data and skills during onboarding. - Job description checklist: <i>Gender-Neutral Language, avoid long bullet point lists - break it</i> 	<ul style="list-style-type: none"> - Increase in tutors sharing diversity data by 50%. - Increase in applications from a more diverse pool of tutors. - Retention of tutors. 	<ul style="list-style-type: none"> - March 23

	<p><i>down into 'Must-Haves' and 'Nice-to-Have', Include a note at the end of job adverts about your commitment to diversity, inclusion and equality. E.g., "Our Music Service is proud to be committed to hiring a diverse workforce", Post adverts outside of our network, explore graduate internships.</i></p> <ul style="list-style-type: none"> - CPD for all tutors and staff on EDI and the aims of our EDI Action Plan. 		
Create opportunities for students to experience a diverse range of musical opportunities and activities.	<ul style="list-style-type: none"> - Work with practitioners to deliver one-off workshops and events to fill diversity gaps. - Seek out specialist partners to create new hub activities. - Changing Tracks – Trauma Informed Creative Musical Nature Group Project (£1500) 	<ul style="list-style-type: none"> - Increase activity plan with three new initiatives. - Levels of engagement, including engagement from children and young people new to the hub - Evaluations 	<ul style="list-style-type: none"> - Nurture Group to complete delivery by Spring 23.
Ensure that all our communications are reflective of the children and young people that we serve.	<ul style="list-style-type: none"> - Review and update our communications strategy to ensure EDI principles are embedded. - Commit to regularly refreshing the images on our website to ensure that it displays an accurate representation of our hub at any given time. - Regular tutor bulletins, at least two per half term. 	<ul style="list-style-type: none"> - Full audit of SMS website to identify images for updating. - Annual reviews organised for SMS website, flyers, and posters. - Photos taken across all SMS activities. 	<ul style="list-style-type: none"> - Review website by February 23 - Photos taken by March 23

	<ul style="list-style-type: none"> - Continued development of half termly #makemusicwithus hub newsletter to demonstrate our EDI work. 		
Ensure that our curriculums are diverse.	<ul style="list-style-type: none"> - Audit all our curriculums, including ensemble repertoire, to establish the level of diversity that they provide. - Create a plan to celebrate Black History Month in October. For example, performing works by black composers and signposting students to the work of black composers and artists. - Integrating Youth Voice in the selection of repertoire. 	<ul style="list-style-type: none"> - More diverse concert programmes performed in Autumn, Spring and Summer concerts. - Link with the EDI Working Group's Black History Month art competition - 25% of concert repertoire chosen by Youth Voice. - Articles by Student Voice in #makemusicwithus newsletter. - Complete a Youth Voice feedback survey for CYP having vocal and instrumental lessons. 	<ul style="list-style-type: none"> - Summer 23