



# SMT Inclusion Strategy

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## Inclusion Statement

Sutton Music Trust (SMT) is committed to placing inclusion at the heart of all its activities and services. To meet local needs, our approach to inclusion must be flexible while adhering to our overarching principles. We recognise that inclusion is not merely a policy but a culture and commitment that must be embedded in every aspect of our work. It is important SMT offer and enhance a variety of diverse and cultural musical experiences that are reflective of the children and young people we serve.

## Vision

Sutton Music Trust aims to help every young person in the London Borough of Sutton to make, be inspired by, and celebrate the music they love.

We believe that music education should be accessible to all children and young people, regardless of background, ability, or circumstance. We are committed to fostering an environment where diversity is celebrated, equity is promoted, and inclusive practices are embedded in everything we do. We aim to challenge and remove systemic barriers to access, providing equal opportunities for all to engage in musical and cultural activities.

## Mission and Aims

Our strategic approach to inclusion centres around creating a safe and inclusive environment where everyone has equal opportunities to thrive. We are dedicated to ensuring that our programmes and initiatives are accessible and inclusive to participants from all backgrounds and abilities. Our mission involves challenging and dismantling discriminatory practices and policies within our workforce and governance. We actively engage with youth voice, stakeholders, and the community to understand barriers to inclusion and continually improve our practices. We recognise that inclusion is a continuous journey requiring regular reflection, evaluation and action.

We are passionate about delivering this mission. SMT is where music teaching, listening and playing all come together for the benefit of the young people of the London Borough of Sutton.

## Strategy Development

The development of our inclusion strategy involves collaboration with a range of Hub partners in Sutton and across the Southwest London consortium. This collaborative process includes collecting workforce demographic data to understand our personnel profile and undertaking governance reviews through skills audits and profile analysis. We use objectives to track and evidence actions while actively seeking feedback from children, young people, parents, tutors, and partners to inform our approach.

## Embedding Inclusion

### Provision

Inclusion and widening opportunities are woven throughout our provision. We support children and young people with additional needs by promoting the social model of disability—removing barriers to access and celebrating what children and young people can do. We are committed to providing support and accommodations (including reasonable adjustments) to enable access, ensuring an equitable distribution of resources, and to prioritise support for learners from disadvantaged backgrounds and underrepresented groups.

We work with schools and other organisations across the area to raise awareness of affordable programmes and facilitate cultural inclusion by encouraging children and young people to incorporate their home culture and interests into music-making. We intend to further enhance accessibility through our website presentation, using inclusive fonts, captions, and other accessible elements. Our outreach extends to diverse neighbourhoods and schools, actively working to remove geographical barriers to musical opportunities.

### Workforce

Our inclusive practices extend to workforce development. We embrace inclusive recruitment practices in line with local service policies and ensure job advertisements encourage applications from under-represented groups.

Professional development is central to our approach, with regular CPD opportunities offered to tutors focusing on supporting children and young people with SEND. We seek to ensure that our workforce of specialist musicians is representative of the communities we serve.

### Governance

Our local governance structures reflect our commitment to inclusion through policies that encourage board appointments from a diverse range of candidates. We regularly review governance structures to ensure representation and identify gaps that need addressing.

### Charging and Remissions

We are committed to ensuring an equitable distribution of resources, and to prioritising support for learners from disadvantaged backgrounds and underrepresented groups.

Charges and remissions are determined locally in response to organisational need and local context in each area.

In line with financial regulations, Looked After Children will not be directly charged.

### Resource Allocation

SMT will allocate resources to support local inclusion and diversity initiatives. This includes a hub wide approach to instrument purchase to maximise resources, including adapted instruments (where appropriate) and music technology. We work with organisations such as Open Orchestras to enhance our inclusive practices. Our commitment extends to promoting and resourcing inclusive ensembles and allocating sufficient funding, staffing, and external support where necessary to ensure the success of our strategy.

## Support for Priority Groups

We are committed to supporting priority groups, including children and young people eligible for Free School Meals, Children Looked After, those who are care-experienced, and children and young people with SEND.

## Review and Evaluation

Our commitment to inclusion involves regular reflection on our practices and continuous refinement and improvement. We actively listen to feedback and implement fairer practices in response to evaluation. We revisit and revise our strategy annually to reflect our progress and changing needs. This process is shaped by gathering feedback from stakeholders, including youth voice, core staff, tutors and partners.

## Data-informed Approach

Our efforts are targeted and effective through the use of relevant data to guide decision-making. This includes demographic data, needs analysis, and feedback from participants, including discontinuation data.

Understanding the specific barriers faced by diverse groups is crucial for informing our ongoing work, and our strategy is continuously shaped by these insights to ensure we address the needs of those most affected by exclusion.

## Commitment

Sutton Music Trust, along with SWL Music Hub, recognises that inclusion is an ongoing journey. We are committed to the continuous development of our practices to ensure that all children and young people have equal access to high-quality music education. By embedding our inclusion values throughout our work and taking account of local context, we aim to ensure that every child can access the music education that best meets their needs and interests.

## Needs Analysis

Offer	Musical Preference	SEND	Low Income	Cultural	Youth Voice
Vocal and Instrumental Learning	<ul style="list-style-type: none"> <li>• Music Academy tuition</li> <li>• In-School Peripatetic tuition</li> <li>• Western classical instruments</li> <li>• Singing</li> <li>• Contemporary instruments (guitar, drum kit, etc.)</li> <li>• DJing</li> <li>• Music Production</li> <li>• Songwriting and Composition</li> </ul>	<ul style="list-style-type: none"> <li>• SEND/ Well-being Student Profiles</li> <li>• Tutor CPD to support SEND learners</li> </ul>	<ul style="list-style-type: none"> <li>• FSM Remissions</li> <li>• Additional ensemble discount</li> <li>• Universal Credit discount</li> <li>• SMT Bursary (formally SYMSA Bursary)</li> <li>• Endangered Instruments Scholarship</li> <li>• Instalment plans</li> </ul>		
Music Groups (Ensembles)	<ul style="list-style-type: none"> <li>• 3x Orchestra (beginner, intermediate, and senior)</li> <li>• 3x Wind Bands (beginner, intermediate, and senior)</li> <li>• 2 x Choirs (Sutton Supernovas (SEND) and Sutton Songbirds (KS1))</li> <li>• Rock &amp; Pop performance (ArtsOne Rocks – Hub Partner)</li> <li>• Academy Ensembles (Small groups – brass and guitar)</li> </ul>	<ul style="list-style-type: none"> <li>• SEND/ Well-being Student Profiles</li> <li>• Adapting music to meet needs, e.g. large print.</li> <li>• Sutton Soundscapes (a funded trial inclusive ensemble)</li> </ul>	<ul style="list-style-type: none"> <li>• FSM Remissions</li> <li>• Sibling discounts</li> <li>• Additional ensemble discount</li> <li>• Universal Credit discount</li> <li>• SMT Bursary (formally SYMSA Bursary)</li> <li>• LCH Scholarship</li> <li>• Instalment plans</li> <li>• Roger Willey Brass Award</li> </ul>	<ul style="list-style-type: none"> <li>• Filming and sharing performances for those who are unable to attend concerts in person.</li> <li>• Signposting and discounted ticket opportunities to professional performances</li> </ul>	<ul style="list-style-type: none"> <li>• Youth Forum</li> <li>• Jack Petchey Achievement Award</li> </ul>
Concerts and Events	<ul style="list-style-type: none"> <li>• Autumn, Spring &amp; Summer Concert Weeks</li> <li>• Music Academy Recitals</li> </ul>		<ul style="list-style-type: none"> <li>• Remissions</li> </ul>	<ul style="list-style-type: none"> <li>• Performances at a range of venues</li> </ul>	<ul style="list-style-type: none"> <li>• Termly “Up Next” Showcases for young DJs, Music Producers &amp; Songwriters.</li> <li>• Performing at Sutton FC</li> </ul>
Schools Offer	<ul style="list-style-type: none"> <li>• Whole Class Ensemble Tuition (WCET), including Music Production and guitar/ukulele</li> <li>• In-school Orchestras, Bands, and Choirs</li> <li>• Post 16 Opportunities in Music Fair</li> <li>• Sutton Sings Festival</li> </ul>	<ul style="list-style-type: none"> <li>• Open Orchestras at Sherwood Park Special School</li> <li>• Music Nurture Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Lessons and musical groups at all price points.</li> <li>• Remissions &amp; subsidy</li> <li>• Instalment plans</li> <li>• Signposting to external grants and funders.</li> </ul>	<ul style="list-style-type: none"> <li>• Signposting to external opportunities through Teach Meets and Newsletters</li> </ul>	<ul style="list-style-type: none"> <li>• What Music Means to You Youth Voice Survey</li> </ul>