

SW Music Mark Hub partnership

Equity, Diversity and Inclusion Evaluation Framework – 20/12/2021



Context

This document has been developed by Music Education Hub lead organisations as part of the Music Mark SW Hub partnership. Its purpose is to lay out how we intend to work together over the next 3 years to address areas of work we have identified as priorities for developing equity, diversity, and inclusion in music education across the South West of England.

Introduction

Music Education Hubs exist to support music and creativity for **all** children and young people; helping them to develop the musical skills and personal qualities they need to have a lifelong relationship with music.

There are, however, still too many who are prevented from fulfilling their musical potential. This document identifies **three key areas** where concerted and collaborative effort is needed to address the barriers that are still holding many young people back.

Each key area has its own action plan and timeline, detailing how each identified challenge will be addressed and the key performance indicators which will be used to track progress.

Across our region, hubs vary widely in their structure, size, capacity, levels of funding, and local demographics. This plan is designed to be applicable to all, as it will draw upon existing resource and expertise in the region. Where there are gaps, they have been acknowledged and explicitly addressed.

Our approach to this work will be one of **openness, collaboration, and partnership**; making use of our collective knowledge and resources, recognising the unique value that those with lived experience bring. We will use the **HEARD** model of musical inclusion to guide and reflect upon this work:



We will approach this work as follows:

- **As a priority, agree a common goal informed by data**
- **Call for examples of work that are currently achieving this goal**
- **Create an action plan for each challenge**
- **Implement the plan, tracking progress as we go**

Key area 1: Governance & leadership

A lack of diversity at governance level is as much a risk to the quality of our work as a lack of skills and experience. Decisions should be well-informed, rather than well-meaning. Of particular importance is hubs' ability to develop musical environments that reflect the full range of needs, interests and ambitions of the young people in our regions. Whatever the decision-making structure of hubs, we are collectively committed to embedding Youth Voice so that we can be confident that our offer is and continues to be relevant and of a high quality.

Key challenge:

1. Youth Voice in our governance

Activity	Timescale	Person responsible	Status
Focussed discussion 1 held			
Common goal agreed			
Evaluation metrics (KPIs) confirmed			
Call for evidence sent out			
Call for evidence deadline			
Focussed discussion 2 held			
Action plan drafted			
Action plan agreed			
Budget agreed			
Implementation begins			
Annual report 1 due			

Key area 2: Workforce development

A music education hub is only as good as its workforce. And the experience and diversity of the workforce is critical to the hub's ability to support all children and young people to fulfil their musical potential. A lack of representation across the music education workforce is a serious issue. Among the existing workforce, there is also an urgent need for the development of inclusive practice beyond the relatively small numbers of 'inclusion experts': All practitioners should be inclusive practitioners.

Key challenges:

1. Identify and address under-represented groups within the workforce to increase the diversity of the music education workforce.
2. Increasing workforce confidence in creative and inclusive pedagogy.
3. Improving workforce skill in supporting musical progression of disabled children.
4. Improving workforce skill in working with children with SEMH.

Activity	Timescale	Person responsible	Status
Focused discussion 1 held			
Common goal agreed			
Evaluation metrics (KPIs) confirmed			
Call for evidence sent out			
Call for evidence deadline			
Focused discussion 2 held			
Action plan drafted			
Action plan agreed			
Budget agreed			
Implementation begins			
Annual report 1 due			

Key area 3: Our offer

Young musicians need to develop their sense of agency and musical identity if they are to remain motivated to continue learning and growing through music for the rest of their lives. It is a simple fact that an offer that is unable to meet the needs and interests of all young people will leave many behind. To allow all young people to be able to progress within and beyond the work we and our partners offer, we need to broaden of the range of genres, instruments, and repertoire that we make available to them.

Key challenges:

1. (Access) Improving the accessibility and relevance of music activities for children from low-income families, who have an EHCP/SEN or are disabled, and who are of a minority ethnic background.
2. (Progression) Improving progression opportunities for children from low-income families, who have an EHCP/SEN or are disabled, and who are of a minority ethnic background.

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Focussed discussion 1 held			
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Action plan agreed			
Budget agreed			
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NB: The above is a framework. It's not an action plan. The action plans will be the result of us going through this process. We might agree to design an action plan template that is consistent but, for me, that is something that needs to be informed by the next phase of this work (i.e. agreeing common goals for each key area/challenge).

As we are aiming to have a finalised framework (i.e. this document) by the next meeting on the 15th Feb 2022, I would suggest we use that meeting to hold the focussed discussions around each challenge and agree a common goal with appropriate KPIs. Once that's been written up, circulated, and signed off, we should then be in a position to put out a call for evidence, which will form the basis for the next discussion we have around the specific activity we can do together (i.e. the action plan). On the back of this second discussion, we can write an action plan with a timeline and budget, to be agreed before a third meeting. Once that's signed off, we can start the agreed work.

So, it would look like this:

- End of March – Framework for the SW EDI Action Plan agreed
- 11th May– Focussed discussion with wider SW network – Top 3 Priorities identified for each Hub
- 17th May – EDI Working Group focussed discussion on SW priorities. Followed by a call for evidence
- Action plan to be written following the meeting.
- Later meeting – July SW Hub network – Action plan and timeline agreed, budget confirmed.
- Prep work begins, in anticipation of starting in September 2022.