Greater Manchester & Blackburn with Darwen Music Education Hub

Inclusion, Diversity, Equity, & Access Strategy (Interim 2024 -2025)

GMBD Inclusion Lead Officer: Angela Ball, Bolton & Blackburn with Darwen Music Service

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 GMBD Music Hub 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.

The GMBD Music Hub has been in operation since September 2024 and has brought together both the GMMH and MyHub into an exciting collaborative organisation which represents all 10 Greater Manchester Combined Authority areas as well as Blackburn with Darwen Borough Council.

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

Greater Manchester Characteristics

Established in 2024, the Greater Manchester and Blackburn with Darwen Music Education Hub (GMBD) is the largest music education hub in the UK for Bolton, Blackburn with Darwen, Bury, Manchester, Oldham., Rochdale, Salford, Stockport, Tameside, Trafford, and Wigan

The population we are serving contains immense diversity by ethnicity, socio-economic group and other characteristics. It is therefore imperative that EDI be a continued focus of our work and that we do what we can to enhance our performance as we try to become more relevant to the population we serve; more diverse and more inclusive. The challenge is to take the policy and turn it into action; to identify what must be done and to make it happen.

Greater Manchester Combined Authority

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

The Greater Manchester and Blackburn with Darwen Music Hub I.D.E.A strategy is a significant milestone in future direction of the drive to create an inclusive and sustainable musical offer for all young people within the partnership. The strategy has been developed to align with the Youth Music Inclusion, Diversity, Equity and Accessibility framework pillars.

Pillar 1 – Vision, Values and Strategy

All leaders within the GMBD Music Hub believe in the principles of IDEA. It is the aim of the board, wider leadership groups and key partners to ensure that the organisational values are linked to these principles. 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. This the identification, collation and evaluation of robust, relevant data will assist in the identification of key areas for development and investment, provide SMART targets and enable improved monitoring and accountability.

Inclusion	Diversity	Equity	Access

Pillar 1 : Vision, Values and Strategy

Objective	Action	Monitoring	Who is responsible for implementing?	Early success indicators	Impact Measure
Regular collection and evaluation of appropriate IDEA data to inform programme development, delivery.	GMBD board and Heads of service Data collection areas agreed post situational analysis feedback from SLS 360 and MyHub EDI policy (both published in 2022)	Board	Heads of Service	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	GMBD Teaching and learning networks.	Monitoring feedback submitted.	
	Regular monitoring, collation and publication of data	Board	Lead Organisation	Data dashboard published on website	

Pillar 2 – People and Culture

Ethnically Diverse groups are underrepresented in all levels of workforce within the GMBD 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%. 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 data collation guidelines as services were able to include self-employed teaching staff.

The strategic board of the GMBD Music Hub wishes to explore ways to begin to readdress this imbalance and recognise that the need for diversity in both educational delivery and leadership is fundamental in building more diverse future communities. The need for diversity in both educational delivery and leadership is acknowledged 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 visibly ethnically diverse leaders in education thereby modelling hub equality expectations.

Recognise the slow pace of change – our long term aims.

1) A commitment to on-going education of workforce and the development of platforms which enable staff voices to be heard.
2) Take steps to embed equitable recruitment processes in order to build a more diverse workforce within delivery partner organisations.

Inclusion	Diversity	Equity	Access

Pillar 2 : People and Culture

Objective	Action	Monitoring	Who is responsible for implementing?	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)	Situational analysis shared with heads of service and board.	Action plan amended to address recommendations and findings.
Establishment of GMBD IDEA focus strand across all Hub TLN groups. Targets to feed into advisory board and heads of service groups.	Identification of EDI champions for each music service. TLN IDEA strand targets collated	Feedback from focus group to Board and Heads of Service.	Head of service with EDI champion from lead organisation	Meeting schedule in place.	Challenge to board and heads of service Improved outcomes for YP.
Diversification of GMBD board to enable better representation and challenge from under-	Identify EDI lead within the GMBD board. Recruitment plan created to address underrepresented	Reviewed by board	Board members	EDI lead identified. Recruitment plan in place	Diversification of board improves.

represented groups.	groups to board and related advisory groups				
Workforce is knowledgeable.	Appropriate training for board members and wider workforce.	Feedback from EDI champions and board members	GMBD EDI champions	Initial training in place	Workforce and board more knowledgeable and confident.
Dissemination of IDEA policy and approach.	Heads of service and EDI champions to ensure IDEA action plan is shared to all staff and stakeholders. Gather feedback on further development.	Feedback monitored and fed back to focus group, heads of service and board. EDI discussion on every board agenda	Heads of Service GMBD EDI champions	Action plan and strategy on website and shared with workforce Email set up for feedback	Workforce and stakeholders informed of strategy and able to feed into development

Pillar 3 – Musical Offer

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 change 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 GMBD Music Hub 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.

There is an increasing number of ensembles for students with SEND, either in the community or based in Special Schools. Across MAPAS (Salford), these groups participate in service wide concerts and are fully integrated into provision.

Inclusion	Diversity	Equity	Access

Pillar 3: Musical Offer

Objective	Action	Monitoring	Who is responsible for implementing?	Early success indicators	Impact Measure
Participants who engage with the GMBD feel safe and welcome.	Creation of safer spaces policy by the GMBD IDEA leads. Utilising example from Brighter Sounds (GMBD partners) and good practice already taking place throughout partner music services	Reviewed by Board	GMBD EDI leads	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 GMBD Board GMBD EDI leads	Lead organisation	New activity taking place	Increase in young people form 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 GMBD Board GMBD EDI leads	Heads of Service	Adaption of existing program of activity to ensure inclusive access	Increase in young people form under-represented groups taking part in new activity. Teaching staff knowledge developed.
Suitable instruments and resources available to ensure inclusive provision	Development of Musical Instrument resource library to provide access to adaptive and accessible instruments	Head of Service GMBD Board GMBD EDI leads	GMBD Lead organisation	Adaptive instruments purchased through Capital Grant funding. Instruments in use in schools Staff trained in use of equip.	Increase in young people form under-represented groups taking part in new activity. Teaching staff knowledge developed.

Pillar 4 – Youth Voice

GMBD Music Hub 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 GMBD Music Hub 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 people. 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	Equity	Access

Pillar 4: Youth Voice

Objective	Action	Monitoring	Who is responsible for implementing?	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 GMBD Young Leaders Network.	Heads of Service review	Lead organisation Youth Voice Champion	GMMH Youth Voice network launched	Youth voice increased across GMBD 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	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	GMBD organisation Youth Voice Champions	Workshops offered – programme established	Links with creative industry strengthened and developed. Young people engaged in training with GMBD music services

Pillar 5 – Reach and Engagement

The GMBD Music Hub delivers a high-quality musical offer for young people which is well established. The partner services and leadership board will work together to ensure equality of opportunity for all young people regardless of barriers they may face.

We will assess current participation and develop priorities and targets to improve representation of young people facing barriers.

Inclusion	Diversity	Equity	Access

Pillar 5 : Reach and Engagement

Objective	Action	Monitoring	Who is responsible for implementing?	Early success indicators	Impact Measure
Review current participation data and demographic reach .	Partner music services to review local participation data.	Report to Service EDI leads. Collated report to HOS and Board	Lead organisation EDI lead. HOS's	Increased knowledge and gaps identified	Steps taken to remove barriers where possible. Increased engagement across target demographic
Establish activity with new settings / partners.	New Partnerships identified. Existing Partnerships reviewed. Additional funding allocation explored.	Heads of Service GMBD Board	Lead Organisation Heads of Service Hub Board	New partnerships identified	Increased participation across target demographic.
Review retention and progression outcomes of current participants and identify barriers that may restrict access for YP.	Partner music services to review pupil progression and retention data. HOS to implement mechanism for collection if not in place	Report to Service EDI leads. Collated report to HOS and Board	Lead organisation EDI lead. HOS's	Increased knowledge and gaps identified	Steps taken to remove barriers where possible. Increased retention across target demographic

Pillar 6 – Key Policies and Procedures

The GMBD Music Hub will review current policies and procedures to enable changes to practice in pursuit of IDEA goals. These policies will be clear, accessible, and regularly updated.

Inclusion	Diversity	Equity	Access

Pillar 6 : Key Policies

Objective	Action	Monitoring	Who is responsible for implementing?	Early success indicators	Impact Measure
Ensure GMBD Hub policies are up to date and integrated to IDEA principles.	Ongoing policy review schedule adopted for implementation in lead organisation and central hub policy documentation.	Lead Organisation HOS and EDI Lead. Hub Board	Lead organisation	Policy reviews in place and documents updated to enable changes in practice in pursuit of IDEA goals.	Policies more accessible and transparent
Individual Partner Music Service policies up to date and integrated to IDEA principles.	Policy review schedule share with all Heads of Service. Service adoption of review schedule where appropriate.	Heads of Service Service EDI leads.	Heads of Service		

Pillar 7 – Communications

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

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

An externally commissioned review of the Hub Lead'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.

Good practice is evident across a number of GMBD Music Hub Services. MAPAS (Salford) has introduced audio descriptors on all photos and social media has been monitored to ensure that there is a range of students from diverse backgrounds and musical genres represented. Additionally, MAPAS is working with web developers to offer parents language options when booking and reviewing lessons.

Inclusion	Diversity	Equity	Access

Pillar 7 : Communications

Objective	Action	Monitoring	Who is responsible for implementing?	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. GMBD Board / Heads of Service	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 GMBD website	Lead organisation Board EDI champions	Lead organisation	Web area populated	Resource bank developed and shared IDEA strategy accessed IDEA celebrated
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	GMBD EDI champions	Changes to marketing and coms	More diverse representation and take up of services.

Pillar 8 – Partnerships and Advocacy

Partnerships are central to the success of The GMBD Music Hub. The board and Music Service partners will continue to embed and develop IDEA practices through our partnerships and advocacy.

Inclusion	Diversity	Equity	Access

Pillar 8 : Partnerships and Advocacy

Objective	Action	Monitoring	Who is responsible for implementing?	Early success indicators	Impact Measure
Review of current partnerships and how they contribute to IDEA practices and objectives. Identify areas for development / gaps.	Partnership Audit undertaken. Report to GMBD Board Action plan developed and shared with HOS's	Hub Board	Lead Organisation	Partnership gaps identified. Existing partnerships developed with regards IDEA practices.	New partnerships explored. Improved advocacy for IDEA across Hub and Partner Organisations
Development of IDEA peer network(s).	Hub IDEA network of EDI leads established. Local service IDEA networks developed.	GMBD Hub Board Lead Organisation Heads of Service	Hub Lead EDI champion	New group established.	Networking opportunities enhanced and increased opportunity to share goof practice.
All partner services role model good practice in partnership and service level agreements.	Good practice shared amongst partners and Heads of Service Practices improved where applicable	Lead Organisation Heads of Service	Heads of Service	Good practice shared. Key policies adopted hub wide	Consistent approach – improved support.