

Lambeth Sounds Music Hub: Inclusion Strategy

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What is the purpose of the strategy?

This Inclusion Strategy is designed to drive positive change within Lambeth Sounds Music Hub that improves experiences for young people and adults alike. Whilst steps towards greater equity, diversity, and inclusion have been taken by organizations individually, this strategy seeks to standardise efforts to establish inclusive musical and workplace cultures.

The Lambeth Sounds Musical Education Hub's goal is to champion practice which results in individuals, regardless of their background, feeling able to engage with the Hub, whilst being valued and respected for their unique qualities, ideas, voices, and perspectives. Building upon existing foundations, this strategy aims to identify priority areas and supporting actions that will be taken over the course of 2023-24, whilst ensuring these remain manageable for all involved.

What are inclusive musical and workplace cultures?

Inclusive musical and workplace cultures are about breaking down barriers and providing equal opportunities for all.

In music, inclusivity means enabling all children and young people to participate fully, regardless of their background or needs. It involves embracing diverse genres and styles, supporting social and personal growth alongside musical development, and having a workforce that can cater to individuals with diverse backgrounds and interests.

Similarly, in the workplace, an inclusive culture values diversity and ensures that every individual feels a sense of belonging. This means offering equal opportunities to everyone, irrespective of their background, identity or character.

As such, this strategy links to, and is informed by, the Lambeth Sounds Hub Culture statements which have been developed over the past two years and we ask all partner organisations to commit to:

- Making equity, diversity, and inclusion a strategic priority and taking action to identify and address priority issues.
- Educating and informing their workforce about a range of EDI issues as a means of fostering inclusive practice and eradicating bias and all forms of discrimination.
- Implementing recruitment practices that will improve workforce diversity, trying to reach underrepresented groups and ensuring application and selection processes are fair and accessible.
- Taking action to broaden participation and to engage underrepresented groups
- Ensuring that the thoughts and ideas of young people are heard and taken into consideration when planning and delivering activity.
- Creating opportunities for youth-led activity.
- Creating a workplace culture in which staff feel listened to, valued and safe to be themselves.
- Creating environments in which young people feel listened to, valued and safe to be themselves.

What does inclusion involve?

Inclusion involves change. It is an unending process of increasing learning and participation for all students [and adults]. It is an ideal to which Hubs can aspire, but which is never fully reached. But inclusion happens as soon as the process of increasing participation is started. An inclusive Hub is one that is on the move. (Adapted from Booth and Ainscow, 2002)

Lambeth Sounds Inclusion Strategy 2023-24

Area/priority	Ambition	Action
<p>1. Culture</p> <p>(Fostering an inclusive and respectful culture that celebrates diversity and creates a sense of belonging for all members)</p>	<p>Hub partners work towards improving their inclusive practice</p>	<p>Identify resources that progress inclusive practice</p> <ul style="list-style-type: none"> • Identify practical and deliverable ways to foster inclusive culture, (e.g. encourage pronouns in signatures, provide safe space for introverted staff to feel comfortable speaking, expand calendars to cater for holidays (Diwali, Eid etc) • Hub Lead Organisation to create a culture-centric inclusion policy that can be shared throughout partners

		<ul style="list-style-type: none"> Partners share updates and feedback on the above in one of the termly partner meetings.
2. Workforce (Recruiting and training a diverse and skilled workforce that reflects and caters to the communities it serves)	The Hub benefits from the support and guidance of an Inclusion Lead	<ul style="list-style-type: none"> Identify requirements for an Inclusion Lead from ACE. Support Kim Perkins to assume the role of Inclusion Lead Refine requirements from ACE into a short-term delivery plan
	The Hub workforce develops the skills to support an increased level and range of need.	<ul style="list-style-type: none"> HLO Workforce receive training that focuses on how to support other organisations . HLO programme and promote practice to partners in response to training.
	Hub recruitment practices evolve to attract and appoint a skilled and diverse local workforce.	<ul style="list-style-type: none"> Collaborate with organisations that have a history of successfully recruiting from minority groups. (Paid advertising to networks) Use Instagram targeting to roll out recruitment ads Ensure Job Adverts are inclusively worded, and that all imagery promotes inclusive behaviour Use assets that focus on inclusive practice (music, imagery, wording)
3. Access and participation	Hub partners ‘shout loudly’ about the support they can offer to schools and families that will	<ul style="list-style-type: none"> LMS to use their website to ensure that free or accessible activities are highlighted as such and given prominence

(Removing barriers for under-represented groups and broadening participation)	remove common barriers to participation.	<ul style="list-style-type: none"> • HLO to investigate what provision may be needed to broaden participation and identify mechanics to increase participation in current activities (e.g. Lack of electronic provision) • HLO to increase understanding of common cultural barriers to participation to be able to mitigate these barriers
		<ul style="list-style-type: none"> • Ask partner organisations to identify what they need to support young people with SEND to participate in activities.
		<ul style="list-style-type: none"> • Ask partner organisations if they have any barriers to participation (<i>e.g. instruments/equipment provided, complete beginners welcome, a range of times/locations available</i>)
	Hub communications speak to, reflect, and reach, the Lambeth community in the broadest sense.	<ul style="list-style-type: none"> • Hub partners agree to use inclusive images, language and formats in their communications and broaden the channels through which these are shared. • HLO to share content from partners across social media channels
	Hub partners can draw on additional support to increase/broaden participation	<ul style="list-style-type: none"> • HLO to actively signpost partners to resources, contemporary practice and tool kits that support inclusive

		participation, via meeting items and further communications
<p>4. Diversifying opportunities</p> <p>(Developing programming and progression pathways to take into consideration the musical identities, cultures and interests of young people in Lambeth)</p>	Young people with SEND are supported to participate in a range of activities and events.	<ul style="list-style-type: none"> • Work with partners to understand and subsequently identify what they can offer young people with SEND to enable them to participate in activities and events.
		<ul style="list-style-type: none"> • Normalise expanding SEN understanding within organisational programming to reduce the need for SEN-specific events
	The Hub increases its holiday provision offer.	<ul style="list-style-type: none"> • HLO to provide space and support for Summer provision across its partners • HLO to survey users to identify suitable holiday provision ideas • HLO to trial new 'paid for' provision during Summer Break that can then be evidenced to seek funding for 2025 that increases accessibility
	Youth Voice activity is shaping the content and/or shape of provision in all partner organisations.	<ul style="list-style-type: none"> • Report on participatory techniques used by partners that evidences the influence of Youth Voice across programming and delivery

	Partner organisations and staff programme provision and content with an awareness of the need for diversity and representation.	<ul style="list-style-type: none"> • Ask partner organisations to evidence deliberate and diverse programming of provision and content with staff that broadens experiences and promotes music and musicians from a range of cultures and backgrounds.
5. Governance (Creating a diverse and representative Strategic Board that has the skills and experiences to drive change)	The Strategic Board membership remains diverse and varied in skills.	<ul style="list-style-type: none"> • The strategic board conducts a biennial skills audit to ensure that the board remains inclusive and meets the needs of the ACE, local area and Hub.
		<ul style="list-style-type: none"> • Strategic board to broaden participation by recruiting a YP (18-25) to join the board
6. Data collection and analysis (Improving the quality of the data we collect and hold to improve our understanding of and response to need).	The Hub improves its understanding of inclusion challenges and priorities.	<ul style="list-style-type: none"> • Conduct a process review of HLO activities to identify points that interface with inclusion-related areas and assess how these can be improved in terms of both delivery and data collection • Implement recommendations following assessment
	The Hub improves its understanding of levels of participation from different groups.	<ul style="list-style-type: none"> • Generate, disseminate and baseline a survey of HLO fee-paying parents to identify status and measure participation. This baseline can then be measured against in Sep 24 to identify any improvements or otherwise, specifically in reference to diversity and SEN status.

	<p>The Hub gains a better understanding of workforce diversity in Lambeth.</p>	<ul style="list-style-type: none"> • Research local statistics and data sets to identify workforce diversity by geography and sectoral analysis. • Use this data to self-evaluate and identify HLO in comparison.
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Developing, monitoring and reviewing the Inclusion Strategy

This inclusion strategy is a live document, designed to develop and change over time as we work with different stakeholders to ensure it remains relevant and able to meet the changing needs and wants of the communities we serve.

The implementation of the strategy will be driven by the Head of Service with support from the LMS SENCo, members of the Lambeth Sounds Strategy Board, Inclusion Lead (when appointed) and other partners as appropriate. This group will also update the strategy throughout the year as necessary and review the strategy towards the end of the academic year.

Ultimate responsibility for inclusion lies with the Hub board, which will oversee and monitor the inclusion strategy.