



The Music
Education Hub
for Liverpool

Our commitment to a diverse & inclusive Music Hub Strategic Approach

At Resonate, we believe that ensuring every child has access to an excellent music education is an important way to help tackle social inequality. We are proud of the steps we have taken to ensure access to learning an instrument, playing in a band or taking part in music, is free for the vast majority of young people.

We know that without Resonate championing the value, importance and investment in music in our schools and communities, too many young people will not have the opportunity to play their part and reach their musical potential. We know that access to music can be expensive and unaffordable for many families in our city.

That is why using funding from Arts Council, we subsidise all Resonate Music Studios bands, choirs and ensembles and 9 out of 10 members receive a 100% bursary to cover their membership fees.

To ensure all our programmes, partnerships and investment are underpinned by our ambition to make music accessible and inclusive for all young people we have launched a new diversity and inclusion statement.

“Our music hub is a diverse and inclusive community where everyone – young people, tutors, musicians and partners – can do their best work and achieve their full musical potential. All who work with Resonate share the same commitment to removing barriers, increasing opportunities and, in turn, make music accessible to all. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective.”

Strategic Approach

A diverse and inclusive community

We recognise that by valuing and promoting equality, diversity and inclusion for all young people, employees and job applicants, service providers, partners and board members, and by avoiding unlawful discrimination in employment and delivery of provision, we will be able to deliver first class music education.

Resonate is fully committed to the elimination of unlawful and unfair discrimination and we value the differences that a diverse workforce brings to the organisation. Resonate will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

We have established processes to ensure that:

- ✓ we include a statement on inclusion in our Management Board Constitution and terms of reference documentation and in all new Partnership Agreements;
- ✓ we use data collected (e.g. currently available board/workforce metrics, ACE(UK) board survey etc) to inform on under representation on our board and have taken steps to resolve this;
- ✓ all new posts advertised include a EDI statement;
- ✓ we communicate EDI principles across all our documentation;
- ✓ we include the EDI principles as a mandatory requirement of induction for new staff and volunteers; and
- ✓ we integrate diversity and inclusion into the CPD programme for existing team members establishing education programmes for all staff (including programmes that move from awareness to behavioural change);
- ✓ any communication language, imagery and graphics used by the hub are inclusive, and reflect and reinforce the words within this documentation.

However, there is much more to do to ensure we tackle discrimination and promote equality.

To ensure our programmes are accessible and inclusive we will:

- ✓ target investment to support programmes where the most difficult to reach, including those pupils with identified special educational needs (SEND), are supported in making music, *for example our work as a Furthering Talent Ambassador Hub with Awards for Young Musicians is focussed entirely on working with pupils with disabilities;*
- ✓ continue to promote our remissions/bursary policy across our media channels which includes access to 100% bursaries for Looked after Children and pupils in receipt of free school meals;
- ✓ work with schools and community groups to support the transport of disadvantaged students to our Resonate Music Studios ensemble centres;

- ✓ strengthen partnerships with organisations such as Live Music Now, Dada who are able to support us in shaping our vision for inclusion and advise on best practice for access;
- ✓ continue to listen to young people, particularly those most impacted by disadvantage, to ensure their voice, aspirations and ideas are at the heart of our planning and programmes;
- ✓ bring more diversity to every level of our organisation, particularly in governance positions, the people we employ and the partnerships we establish;
- ✓ use data to deepen our understanding of the young people we serve and the stakeholders involved in our music hub.

Supported Transport

- ✓ 100% of students attend Dada Ensemble are offered transport
- ✓ we continue to work with schools to transport CYP to Resonate Music Studios, in 2022/23 20% of children regularly attending RMS were brought to these sessions by their schools
- ✓ In our RMS site based in Everton (one of the most disadvantaged areas nationally) the % of pupils where transport is offered rises to 41%.

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