



The Music  
Education Hub  
for Liverpool

## **Equity, Diversity and Inclusion**

### **Policy and Approach**

#### **Making Music Great. Making Great Music.**

As an inclusive organisation we celebrate multiple approaches and points of view and we strongly believe diversity drives innovation. Everyone is welcome, and listened to, and as an inclusive organisation, our delivery team are actively encouraged to feel comfortable bringing their authentic whole selves to work.

Our Management Board recognises the importance of taking the lead in demonstrating commitment to equity, fostering diversity within the delivery workforce, student and stakeholder community, and setting an example that helps to ingrain equity as a priority across the whole of the organisation.

We recognise that by valuing and promoting equity, 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.

All who work with Resonate embrace the mission and values of our music education hub, working together to raise the profile of music education, make music accessible to all and to realise the ambitions of the National Plan for Music Education.

#### **Our Approach to Equity, Diversity and Inclusion**

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. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness, mutual respect and transparency.

All who work as part of Resonate are responsible for the promotion and advancement of our approach to Equity, Diversity and Inclusion. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the school's disciplinary policy.

This approach applies to all who work as part of Resonate, it applies to all processes relating to employment and training and to any dealings with schools, pupils or partner organisations.

We have established processes to ensure that:

- ✓ we include a statement on EDI in our Management Board Constitution and terms of reference documentation;
- ✓ 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 an 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
- ✓ 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);
- ✓ our leadership team ensure that the principles of EDI are integrated into all policies and processes;
  - our leadership team are accessing training and resources to deepen or understanding of good practice in relation to EDI (such as Music Mark's Talk into Action Emerge to Thrive ED and I programme, accessing Dr N Holder decolonising the curriculum workshops and Music Mark Talk into Action: LGBT+ awareness training with The Proud Trust);
- ✓ any communication language, imagery and graphics used by the hub are inclusive, and reflect and reinforce the words within this documentation.

## **Developing our approach**

### **Communication and consultation**

We shall:

- emphasise the communication of EDI principles across all our networks and with all our partner organisations;

- ensure that our day-to-day communications reinforce the inclusive messages and that these become embedded within day-to-day processes and practice; and;
- communicate and celebrate the hub's successes in EDI, using various social platforms;
- seek the views of young people to ensure our approach and offer is accessible.

### **Procedural development**

We shall:

- benchmark existing approach to EDI statements from other organisations and advisory groups; by working with our key partner organisations for example (Changing Tracks project, Awards for Young Musicians, Live Music Now, DaDaFest and Royal Liverpool Philharmonic);
- develop recruitment strategies with support from City Region advisors;
- cascade and share approaches across our networks;

### **Workforce Development**

We will embed EDI training into all aspects of our workforce development including the induction of new staff into the organisation, embedding annual EDI updates as part of mandatory training for all staff, and promoting more widely, the principles of EDI as part of our annual review of all partnerships.

In time, our workforce will better represent the diversity of our city with greater representation from people from protected characteristics. Our people will demonstrate a deeper understanding of inclusivity through training and through promoting and communicating EDI principles.

We will be active in developing apprenticeships and supported placements where we are better able to actively promote wider representative groups.

### **Measurement and Audit**

We shall:

- undertake an annual audit in relation to related policies and procedures to ensure that EDI principles are embedded within them;
- establish formal measurement tools to assess the climate in our organisation (for example regular staff and pupil surveys (through work of pupil and staff voice work)

### **Monitoring and review**

- We will actively seek the views of young people to measure perceptions and attitudes towards our approach.
- On an annual basis the work supporting the ACE(UK) data return will encourage all staff to record their own personal equality and diversity data through a data survey.
- The leadership team will use this data to undertake a specific monitoring exercise of the ethnic, gender and age composition of the existing workforce and of applicants for jobs (including internally advertised posts), and the number of people with disabilities within these groups.
- Resonate will consider and take any appropriate action to address any problems that may be identified during the monitoring process. As part of its on-going commitment to reflecting the diversity of the local communities it serves, the hub will record and analyse the demographic composition of its pupil base and respond appropriately with some targeted and meaningful recruitment initiatives.

This policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and hub business requirements.