



## ENFIELD MUSIC SERVICE - EQUITY, DIVERSITY & INCLUSION STRATEGY 2021-24 - SUMMARY

### INSPIRATION | ACCESS | CREATIVITY | PROGRESSION

#### Our vision

To support all children and young people in accessing and experiencing the benefits of music, and to reflect the experiences, cultural diversity and heritage of the community of Enfield. We have a vital role in inspiring children and young people to make music and explore their creativity and that all children and young people should have the opportunity to access music and make meaningful progression in their musical learning.

We are committed to equality on everything we do and have also pledged to develop the following priorities in particular by September 2024:

#### Young people

- Establish a youth voice programme to give young people a platform to represent their needs
- Amplify the voices of young people through programming choices and performance opportunities
- Ensure that strategic planning in in response to or encompasses youth voice

#### Governance & Leadership

- Refresh the Enfield Music Education Hub advisory board to better represent the diversity within the borough and offer skills/knowledge to support putting EDI at the heart of our work
- Ensure that issues around equity, diversity and inclusion are central to our strategic planning and development of new initiatives and projects

#### Workforce development

- Ensure that recruitment practices encourage candidates from the widest possible range of backgrounds and experiences to apply to EMS
- Ensure that recruitment procedures are in line with best practice to eliminate bias and discrimination
- Diversify and tailor training opportunities for EMS tutors in response to feedback and identified need form professional development meetings

#### Organisational development

- Ensure our website, social media and communications are inclusive and accessible
- Ensure an organisational culture that allows staff and tutors to feel comfortable speaking openly and honestly about experiences and/or calling out negative behaviours
- Ensure that different cultures, genres and styles of music are represented in Music Service delivery, both within particular types of programme (e.g. whole class ensemble tuition and singing programmes) and through the activities we run, support and signpost
- Ensure that curriculum and resource advice given to schools is inclusive and review recommended resources
- Ensure remissions policies are publicised as widely as possible to increase awareness