

Leeds Music Education Partnership

Equality, Diversity and Inclusion strategy summary

“Musical Inclusion is about removing barriers to ensure all children enjoy full participation in a music education which supports the development and achievement of each young person based on their individual abilities, needs and interests.”

—Dr. Phil Mullen

Leeds Music Education Partnership’s strategy was developed by Dr Phil Mullen in collaboration with the West Yorkshire music hubs and was agreed by the strategic advisory group in July 2020. Although the overall time scale has been interrupted by the pandemic, LMEP is committed to delivering inclusive music to the children and young people of Leeds and therefore our next steps are being addressed as appropriate to the current Landscape of education in the city.

The Leeds Music Education Partnership (LMEP) Inclusive music strategy 2020-2024 sets the foundations to further develop the inclusive music education culture in Leeds, where all children and young people are valued and recognised for their unique qualities, ideas, voices and perspectives and where they can see the hub, its lead partner ArtForms and its fellow music education partners as providing a range of diverse and suitable musical opportunities and progression pathways.

Leeds is a large, diverse city which faces challenges around social deprivation and high youth offending. Although music cannot right all situations, it can foster confidence and help social development so that children and young people can find and share their voice through music. LMEP aims to include those who may struggle to access music education because of challenging circumstances. LMEP is committed to ensuring equality for all pupils and believe that music has the power to change lives.

The following circumstances have been identified as barriers to inclusion and equality in music education.

Life condition:
sensory
impairment or
learning disability

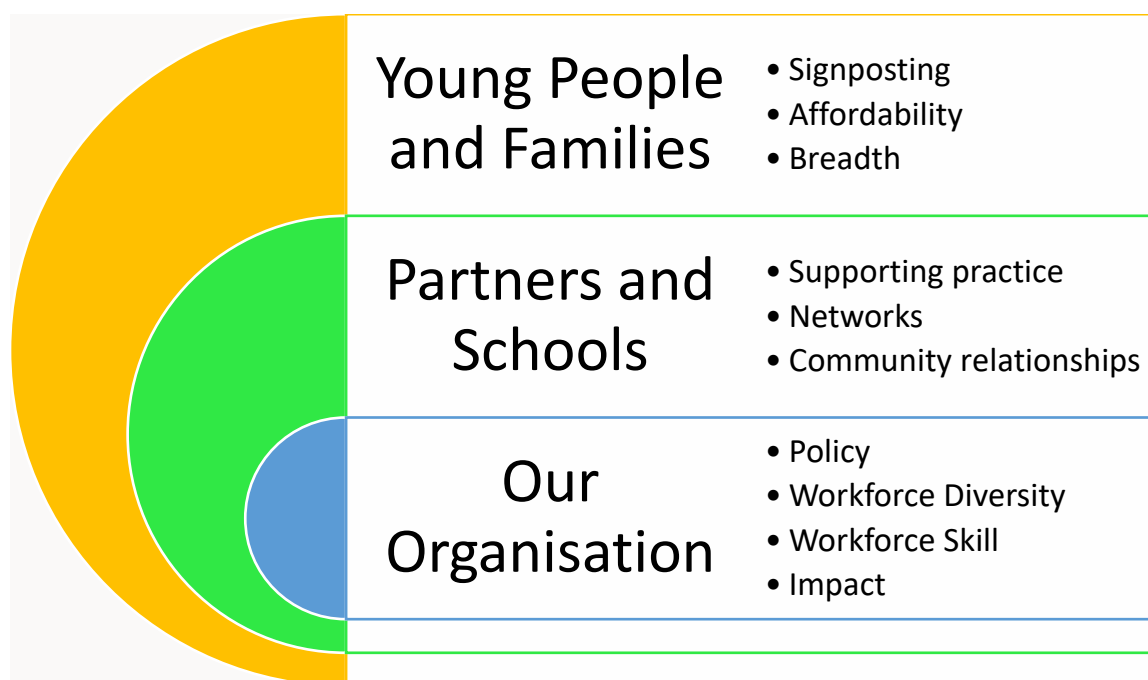
Geographical
issues: rural
isolation or social
deprivation

Identity issues:
inequality because of
gender, ethnicity,
sexuality, cultural or
faith background

Life
circumstances:
children in foster
care, refugees, young
carers, bullied

Behavioural issues:
emotional and
behavioural needs
which can lead to
exclusion

In response, LMEP has developed ten strategic priorities to meet these challenges. These actions are found in the LMEP Equality, diversity and inclusion strategy.



1. Policy

Develop cultures, policies and procedures to support inclusion and to ensure that appropriate and continuing resources, including human resources, are put in place to enable the inclusion strategy to succeed

LMEP strategic advisory Inclusion pod continues to run Inclusion strategy is standing agenda item at music hub meetings Network with West Yorkshire music hub inclusion officers; SMART targets around inclusion agreed and monitored, with this year's emphases on signposting and auditing adaptive instruments.

2. Supporting Practice

Through Music Connect, broaden and develop the offer of continuing professional development in relation to musical inclusion to support generalist and specialist colleagues delivering music in schools

Talent-spotting workshop with AYM and an annual programme of CPD for music leaders in primaries and secondaries.

3. Networks

Create a joined-up vision and actions for musical inclusion across Leeds, involving the partner organisations within the hub. Develop networks and appropriate procedures to enable this to grow

LMEP strategic advisory Inclusion Pod continues with termly meetings; WY Multi-hub musical inclusion network established and running half-termly.

4. Signposting

Ensure that there are clear opportunities for children in challenging circumstances to engage with and progress in musical activities in the city

SMART target 23-24 developing signposting for all pupils.

5. Community Relationships

The development of stronger and more strategic engagement with communities, with a particular focus on those not currently deeply engaged

Links made and opportunities discussed with musical ambassadors from Roma outreach about possible collaborations and performance opportunities. Continuing project collaborations with other West Yorkshire hubs, and our partners SAA-UK

6. Workforce
Diversity

The development over time a workforce that reflects the makeup of the region more closely

Two new members of the strategic advisory group which help to give a more reflective picture of the city. A recruitment freeze in the council has made it harder to recruit, however this will be developed over time.

7. Workforce
Skills

The development of a workforce that has the skills necessary to engage all the children of the region

Continued workforce development and links with partners.

8. Affordability

Create opportunities for musical activities in Leeds to be affordable for all

Discount schemes and bursaries available through LMEP for individuals, and cashback for schools, reviewed annually.

9. Breadth

Breadth: ensuring that a broad range of musical styles and genres are available to engage all learners, especially those not currently involved in music learning.

*Developing our Live Music in Schools offer to include wider genres, increasing our performance and events programme to include a more diverse choice.
Targeting projects toward young people who are hard to reach or NEET.*

10. Impact

Monitoring and evaluating the level and quality of inclusion across the Hub/broader region and based on this, adaptation of strategy to provide constantly increasing equality of opportunity

Monitoring through QA and reviewing strategy each year to adapt accordingly to the needs of children and young people of Leeds.

Updated Nov 2023. Date of next review: June 2024