

A statement on the Black Lives Matter movement and Nottingham Music Service's commitment to tackling inequality

Nottingham Music Service (NMS) consistently strives to ensure we are an inclusive organisation. The Service is dedicated to providing opportunities which are open to and enjoyed by Nottingham City children regardless of ethnicity or economic background.

The Black Lives Matter movement has thrown into sharp focus how racism and prejudice remain systemic in society and institutions. Communities and individuals often face barriers that prevent them from reaching their full potential in society and have fewer high-profile role models to inspire future generations.

The staff and board of Nottingham Music Service recognise that we must continually challenge and assess our way of teaching and resources used to ensure we meet the ideals of a truly inclusive society. Through this process we will ensure that our services truly engage, teach, and inspire everyone to be the best that they can be.

To achieve this the staff and Board of Nottingham Music Service are making the following commitments.

1. Engagement

To engage all young people and communities, we commit to:

- ensuring that the demographic of children who access in-school-teaching and out-of-school ensembles continue to be fully reflective of the demographic of the city, including ethnicity
- identifying and seeking ways to overcome any barriers that prevent any young person from continuing to engage with musical activities in the city, so that music in Nottingham continues to reflect the diversity of our great city

2. Music for teaching, rehearsal, and performance

To ensure that NMS' teaching, rehearsals and performances can and are accessed by all young people, we commit to:

- continuing to ensure that the musical learning NMS provides reflects diverse cultures and communities, both in the actual music used and in the variety of methodologies used in teaching, learning, and performing
- being more forward about celebrating the diversity of the music, composers and methodologies used, especially in performance situations
- including music by a diverse range of composers and performers, including from BAME musicians and composers/styles outside of 'mainstream' Western classical and popular traditions
- avoiding propagating stereotypes that suggest limits to what any young person can do or achieve because of their gender, social or ethnic background

- music being taught, learned, and performed in ways that show respectful understanding of its cultural background and context
- making music and teaching resources from diverse cultures available to schools and the wider music education community across the Music Hub

3. Role models

We commit to:

- providing and celebrating role models for young people from BAME groups, including staff, students, composers, performers
- ensuring that we continuously strive towards a workforce and Board membership that reflects the diversity of the city and that we consistently review our recruitment policies and methods to ensure job adverts reach as wide an audience as possible
- discussing and celebrating the musical culture and legacy of composers and performers from BAME groups, particularly where the music is representative of ethnic groups within Nottingham

4. Identification and avoidance of prejudice and bias

We commit to:

- collecting more information and data to support our understanding of how ethnicity might influence young people's access and/or engagement with NMS
- becoming more aware of the challenges and difficulties faced by young people from BAME groups
- training staff to be aware of and avoid any prejudice and unconscious bias that we may have ourselves, and from making assumptions based on 'common understandings' that may create barriers
- making clear that any form of prejudice, bias, or hate speech towards anyone has no place in Nottingham Music Service

From 2021 onwards, NMS will publish a report on progress in meeting these commitments as part of our annual reports.