

# Commitment to Equity, Diversity and Inclusion

Our vision is to provide a world class music education for all young people and support them to become their very best

Nottingham Music Service is a registered charity and lead organisation for the Nottingham Music Education Hub. We are committed to ensuring we are an inclusive organisation. The Service is dedicated to providing opportunities which are open to and enjoyed by all Nottingham City children.

Some 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.

We are committed to providing inspirational music opportunities that are a source of joy, self-worth and achievement. We offer progression routes that are affordable, inclusive and seek to overcome barriers to access.

Recognising individuals from diverse cultures, perspectives and experiences is at the heart of the way we work. To this aim we will deliver our service guided by the principles of the Equality Act 2010 and seek to actively address discrimination and barriers often experienced by those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).

We recognise that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for young people. We seek to develop an environment where we treat all employees and young people as individuals, fairly and in a consistent way.

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

## Engagement

To engage all young people, we commit to:

- ensuring that the demographic of children who access in-school-teaching and out of school ensembles continues to be fully reflective of the demographic of the city
- identifying and seeking ways to overcome any barriers that prevent any young person from continuing to engage with musical activities in the city
- Ensuring that equity, diversity and inclusion is at the heart of all our planning when developing new services.

## Music for teaching, rehearsal, and performance

To ensure that NMS' teaching, rehearsals and performances can be, 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 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
- 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

## Role models

We commit to:

- providing and promoting role models for young people that reflect the characteristics highlighted in the Equalities Act, including staff, students, composers and performers
- ensuring that we continuously strive towards a workforce and Board membership that reflects the diversity of the city and the characteristics highlighted in the Equalities Act, and that we consistently review our recruitment policies and methods to ensure job adverts reach as wide an audience as possible

## Identification and avoidance of prejudice and bias

We commit to:

- collecting and monitoring information and data to support our understanding of how barriers and perception influence young people's access and/or engagement with NMS
- becoming more aware of the challenges and difficulties faced by young people
- training staff to be aware of and avoid any prejudice around a truly equal, diverse and inclusive approach to our work, 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