

Dynamics – The Medway Music Education Hub CIC

Equality, Diversity and Inclusion Strategy September 2022 – August 2025

Introduction

Dynamics – The Medway Music Education Hub CIC is the lead partner of the Medway Music Education Hub. It has a strong record of bringing music to *all* children in Medway and has achieved consistently outstanding levels of performance.¹

Our Vision

We want:

- Musical opportunities to be fully accessible to every child and young person in Medway regardless of race, religion, gender, where they live, their levels of talents, parental income, whether they have special educational needs or a disability, or whether they are looked after children.
- All children and young people to do well and thrive in music education, and for them to progress regardless of any barriers they may face.
- All members of our workforce to be valued, to thrive and to prosper, regardless of their age, disability, gender or gender reassignment, marital status, race, religion or belief, and sexual orientation.

Core Values

We are passionate about:

- Improving the lives of all children and young people through high quality music opportunities.
- Celebrating and meeting diverse needs.
- Using music to improve health and wellbeing by boosting self-esteem, self-confidence, aspiration, social skills and positive attitudes to schooling, including for those with Special Educational Needs.
- Valuing the wellbeing of our staff, recognising that diversity in the workforce is an asset to the work of the music hub.

¹ As evidenced in the annual data sets across all delivery measures submitted to the Arts Council.

- We are passionate about partnership working and that delivery partners share the aspirations of this strategy.

The Strategy for equality, diversity and inclusion

This strategy sets out how Dynamics CIC will deliver its vision for inclusive practice, and equal and equitable opportunities to the children and young people of Medway. It is based on the following key areas:

1. Children and Young People - Entitlement	
To deliver free specialist provision to KS1 and KS2 children (WCET or group tuition).	1.1 Delivery of free specialist instrumental tuition where a KS1 pupil receives tuition for two terms (includes free instrumental loan).
	1.2 Delivery of free specialist tuition where each KS2 pupil will receive 30 weeks of tuition, either in a group or as part of whole class tuition.
2. Children and Young People - Progression	
To enable children and young people to continue beyond the free entitlement and access music tuition and ensemble provision.	2.1 Opportunities for progression at Music Centres, Holiday Courses, and Ensembles are either free, highly subsidised and/or supported by bursary provision.
	2.2 Free instrumental loan is available to pupils in schools, the Music Centre or in Medway ensembles.
	2.3 Targeted projects (subsidised or free) to support the delivery of the full range of genre, including minority instruments, music technology and provision to all, including vulnerable groups.
	2.4 Delivery of provision in special schools and units.
	2.5 Funding provided to secondary schools to support continuers and the nurturing of new ensembles.
	2.6 Continuers in schools are supported a combination of additional deprivation funding, school funding, Pupil Premium and bursary opportunities.
	2.7 Provide targeted projects for specific groups, LAC, SEND, boys and ethnic minorities.
	2.8 Provision to gifted and talented children in areas of deprivation.
	2.9 Online opportunities exist for those who want to engage in this way.
3. Children and Young People – Access to large scale and high quality music experiences for pupils	
To provide opportunities for children and young people to attend performances and musical events.	3.1 Performances, events and Medway celebrations for schools and outside of school are either free or subsidised.
	3.2 Access to professional performances and workshops from renowned musicians are either free or subsidised.
	3.3 Arrangements are made for those with a disability or learning difficulty to access the opportunities in 3.1 and 3.2 above.
4. The Workforce – Recruitment and Retention	

To ensure that recruitment and employment practices are inclusive and promote equality, diversity and inclusion.	4.1 Seek to recruit tutors who identify with the demographics of the local area.
	4.2 Seek to recruit tutors across a wide variety of genres, including contemporary music and technology.
	4.3 Reasonable adjustments are made for those staff with a disability.
	4.4 Staff wellbeing is central to engagement practices.
	4.5 The wellbeing of staff is included in CIC policies as appropriate.
	4.6 Expenses are offered to volunteers.
5. The Workforce – Training and Development	
To develop the workforce to deliver inclusive practice.	5.1 Variety of opportunities for development of inclusive practice for the workforce including, training, signposting, resource-sharing, shadowing and mentoring.
	5.2 Specific training is available to the senior management.
	5.3 Inclusion is part of CPD to primary school staff.
	5.4 Networking with teachers in secondary schools includes sharing good practice on inclusion.
	5.5 Networking with other hubs to learn about models of good practice and apply national guidance as appropriate.
6. Stakeholder Feedback	
To consult with, listen to and encourage children and young people to take an active role in music provision and its development.	6.1 Feedback from pupils attending Hub ensembles, music centres and courses is undertaken on a regular basis and pupils are encouraged to share their opinions and aspirations.
	6.2 Feedback from other stakeholders, for example schools, parents, partners including MMA and Medway Council, is collected and acted on.
	6.3 The Hub engages with its Stakeholder Consultation Group to maximise opportunities for children and young people.
	6.4 A Board member (Director) of the CIC has specific responsibility for inclusion.
7 Cycle of Review	
To ensure that planning of provision is evidence based and that meeting all needs is a robust part of the review process.	7.1 Monitoring of take up by different groups is part of needs analysis.
	7.2 The review of provision takes account of differing needs and levels of engagement.

Delivery of this Strategy

The implementation of this strategy is set out in action plans and they are included in the Business Plan of Dynamics CIC. The strategy is overseen by the Board of Directors of Dynamics CIC.