



HARINGEY
MUSIC SERVICE

Equality, Diversity & Inclusion (EDI) Action Plan & Strategy 2023 / 2024

Recommendation	Persons Responsible	Resources	Timeline	Measures of Success
Improve the diversity of instrumental & vocal teachers & SLT, so that our organisation better represents Haringey's communities	NW & CA	Chineke! Foundation (DE & AM also meeting Chineke)	May 2021 & then ongoing	A diverse workforce which represents Haringey's communities
Collect data/stories which capture the impact of EDI on hiring on organisational success & use this in your public messaging. Consider what would need to change to make these stories & data points even more effective	HMS SLT	WCIT repertoire- Across all cultures, genres, inclusive, collecting stories & feedback & putting on spreadsheet to share. Add quotes & photos to publicity such as new WCIT brochure / website	Starting July 2022. (Also part of our website update & review)	Website, twitter, internal comms, Vimeo, giving the children access to see excellent practice & motivate them 'See it – be it' Case study documents inc. SEND representation
Commit to expanding the depth & quality of workforce diversity data collected & reported & use this to measure impact over time & celebrate success	DE & AM	Outcomes from surveys Focused recruitment	End of Spring term 2023 & ongoing	More diverse workforce that represents our families & community. PR, press & representation
Learn from the initiatives that other organisations in the public sector are already undertaking to support EDI	AM & DE	Time to shadow other organisations & their practice- Liaising with LA contact- check what other hubs are doing	Started March 2022 ongoing	See it – be it on website, notice boards, internal comms – building the profile of our (embedded EDI) service
Ensure a commitment to EDI is embedded at every level of Haringey Music Service.	All staff	All of the above steps taken	From September 2021 (this is a longer piece of work 2025+)	HAG, SLT & teachers fully represent LBH Open & honest reflections on next steps of the journey Partners fully understand our mission aims & objections

Further Recommendations & next steps

- Develop a culture of trust which will encourage all teachers & staff to disclose their gender & ethnic identities.
- Ensure that partners in your supply chain & creative collaborators have shared values & actively engage in dialogue with them about their maturity on this. Use your influence to positively challenge your partners e.g. requiring EDI strategies as part of contracts, requiring diversity on a panel/event that you sit on or promote.
- Engage the workforce in the creation of an inclusive workplace charter & encourage partners/suppliers to sign up too. Design processes (i.e. whistleblowing) to deal with behaviours & attitudes that are not inclusive so action can be taken appropriately.
- Buddy with an organisation with experience of using HR tools to understand organisational culture & create tools/process that is appropriate for your organisation for one aspect of your business e.g. an exit interview/appraisal process