



# HARINGEY MUSIC SERVICE

## Equality, Diversity & Inclusion (EDI) Action Plan & Strategy 2022 / 2023

Recommendation	Persons Responsible	Resources	Timeline	Measures of Success
Commit to producing a clear and robust EDI strategy with measurable goals and publicly share aims, targets and outcomes. Ensure that progress is tracked	EDI Working Party	SLT training LBH EDI HR Officer SLS360 & Music Mark Senior Leadership Team (SLT) time.	Started September 2021. Ongoing	Clear and measurable targets are set out and shared publicly
Conduct an EDI audit of our workforce, board and SLT, and test that your values are evidenced in recruitment success. Continue to identify gaps and weaknesses, and design strategies to overcome them	EDI Working party	Music Mark EDI Survey with Music Mark & SLS360	Concluded Feb 2021	80% response would be considered a success
Add EDI progress report or similar as a standing item to SLT meetings and teachers meetings / briefing	DE & NW (Headship meetings) & at SLT	Time in meetings at Headship & SLT from September 2021	Ongoing & from September 2021	Deployment of resources and increased awareness of EDI matters across our organisation
Appoint EDI Champion to the SLT and within the teaching staff who can access training and have a mandate to increase awareness and understanding of the value of EDI to our organisation	DE	Payroll, training & HR	September 2021	A member of our SLT holds this high-profile role and responsibility

Improve the diversity of instrumental and vocal teachers and 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
Tap into resources that HC have to support the execution of our EDI strategy. Request input from them as a way of becoming accountable for delivering on our intentions	DE & AM	SB – Equality & Diversity Officer / Senior HR	First meeting 12 <sup>th</sup> May 2022 with regular follow ups	Joined up approach in line with LBH but with a musical outlook
Provide training opportunities for SLT to increase confidence and fluency with EDI issues	SLT, NS, SS & MM	Sound Connections Inclusive Practice in Action CPD sessions in September Time with other Hubs	Ongoing	SLT and teachers take on new roles and challenges within the scope of EDI teaching and provision
Ensure EDI training is part of the induction for new instrumental and vocal teachers, with regular refreshers for the whole team	DE & NW	Safeguarding, Terms & Conditions, Teacher Handbook & high expectations from SLT. CPD time allocation in teachers briefings.	September 2021 launch, then ongoing	Our staff feel valued and can freely discuss
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 and 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 and motivate them 'See it – be it' Case study documents inc. SEND representation
Commit to expanding the depth and quality of workforce diversity data collected/reported and use this to measure impact over time and celebrate success	DE & AM	Outcomes from surveys Focused recruitment	End of Spring term 2023 & ongoing	More diverse workforce that represents our families and community. PR, press and 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 and 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

Regularly update and review recruitment policies and panel members, aiming for a representative panel, using external staff if required.	EDI Working party	Survey data, updated handbooks, with recruitment advice taken	May 2022	All interviews for SLT positions have a diverse interview panel. In time this will be the same for instrumental and vocal teachers
Ensure inclusive language is used in adverts and role profiles, avoiding musical genre bias which may be a barrier to some musicians and teachers entering the workforce	HMS SLT, support from SLS360 & MM	Training & exploration of what barriers & blockers might be in place	From June 2021 – on all adverts going out	Potential staff feel enabled to informally visit, ask questions and apply
Challenge all forms of racism and discrimination in the workplace through casework and action where appropriate, empowering teachers with tools for challenging racial injustices in employment	ALL staff & Teachers	All staff & teachers have knowledge of policy & can contact Headship or SLT	By the end of June 2022	Whistle blowing policy up to date & reviewed ALL and ANY forms of racism are called in and LBH procedures are followed
Find ways to amplify the voices of those from underrepresented groups, involve them in discussions and action planning, implementing strategies to support their progression into leadership.	EDI working party	Time (1:30) at teachers briefing to share & hear from underrepresented groups.	September 2021 SS to put a proposal together – looking for external funding	Aspirational - LHB fund some training for HMS Underrepresented groups have a platform ALL staff understand 'See it – be it'
Create diversity networks, either within our organisation or the wider hub sector, to provide opportunities for staff to share and listen in a range of group settings, better understanding our needs and experiences	DE & Hub Advisory Group (HAG)	Training Links with HEP schools & other cultural partners	November 2022	Linking with our Local Cultural Education partnership – Haringey Creates Hub Advisory Group is diverse & representative EDI is a standing agenda item
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 and teachers fully represent LBH Open and honest reflections on next steps of the journey Partners fully understand our mission aims and objections

## Further Recommendations & next steps

- Develop a culture of trust which will encourage all teachers and staff to disclose their gender and ethnic identities.
- Recognise that traumatic events can hugely impact mental health and wellbeing, which in turn can have an effect on work performance, and find ways to support staff who need it.
- Survey the workforce to test the extent to which people develop a sense of belonging and are performing to their full potential, asking yourselves “is the experience of working at HMS different for people with different backgrounds?”
- Ensure that partners in your supply chain and creative collaborators have shared values and 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.
- Identify a EDI partner with experience in executive coaching and allocate a proportion of your staff training and development budget to inclusive leadership training for administrative & teaching leaders.
- Engage the workforce in the creation of an inclusive workplace charter and 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 and create tools/process that is appropriate for your organisation for one aspect of your business e.g. an exit interview/appraisal process