

# Key Actions from Inclusion Action Plan

## Strategic Priorities Year One, 2022 – 2023

### Progress to be logged for Hub Board in March 2023

#### Strategic Priority 1

Inclusion is embedded across hub and there is a culture of active inclusion. Part of this includes deepening knowledge at board, SLT and other levels.

- Develop a statement of inclusive values and practices to embed inclusion with all hub workers and appropriate partners and which is voluntarily offered to all schools and music organisations in the county.
- Disseminate a short document on inclusive working in mainstream schools
- Input seminars for SLT and where possible board members on
  - general inclusion, including developing projects with CCC
  - SEND specifics – including the social model of disability and
  - aspects of working with children with social, emotional and mental health issues

#### Strategic Priority 2

Cultures, policies and procedures are put in place to support inclusion and to ensure that appropriate and continuing resources are put in place to enable the inclusion strategy to succeed.

- Develop a music inclusion working party to move the strategic priorities forward.
- Designated individual (not hub lead) to move strategy forward
- Inclusion strategy developments to be a standing item at hub meetings

- Begin to secure funds to support an ongoing inclusion programme

**Strategic Priority 3**

The team has appropriate and sufficient skills to deliver musically inclusive practices and appropriate musical and creative development with all children and young people

- All hub staff to have had induction/ training in musical inclusion where appropriate.
- Adapt and adopt Youth Music's Quality Framework as a reflective/ evaluative tool for all music practitioners.
- Develop short inclusion CPD programme - Deliver for all relevant hub team and invited partners - programme to include emphasis on shared ownership and creative music making
- Partnership agreements to be revised to include a commitment to inclusive practice with appropriate training as needed
- Music inclusion toolkit is developed and disseminated to all music leaders

**Strategic Priority 4**

There is a widely held perception of the hub that embraces and foregrounds inclusion and diversity. The hub has used a partnership building approach to engage with a range of partners in the city and has engaged with schools, parents and communities to advocate for the positive benefits of musical inclusion. In addition the hub has reviewed and updated its communications with regard to inclusion.

- Consult with a broad range of young people and stakeholders on their perceptions of the inclusiveness and relevance of the hub and what they want to see going forward.
- Review website and social media and other communications with inclusion specifically in mind.

<ul style="list-style-type: none"> <li>• In relation to the above, seek some advice from SEND or other relevant music and social media specialists.</li> <li>• Refresh offer to schools and settings to emphasise inclusion – e.g. small inclusive ensembles / music and wellbeing days.</li> </ul>
<p><b>Strategic Priority 5</b></p> <p>The work of the hub to engage in sustainable ways with new groups of children in challenging circumstances has expanded.</p>
<ul style="list-style-type: none"> <li>• Initial programme with refugee children (one to one and small group). Continue to develop across term of strategy.</li> <li>• Identify team to do more out of school hours projects, using an emotionally intelligent and creative approach</li> </ul>
<p><b>Strategic Priority 6</b></p> <p>The offer for children with SEND has been expanded, building on current good practice.</p>
<ul style="list-style-type: none"> <li>• Meet with Woodfest organisers to see how it can be better supported and further developed. Produce action plan for festival</li> <li>• Audit of skills among music leaders for working in this area</li> <li>• Identification of inclusion champions team focussed primarily but not exclusively on SEND work</li> <li>• Short inclusive programmes in mainstream schools</li> </ul>
<p><b>Strategic Priority 7</b></p> <p>The hub has increased and sustained engagement with children with SEMHD, including those at risk of self-harm.</p>
<ul style="list-style-type: none"> <li>• Identify music leader group who can work with these cohorts using an emotionally intelligent approach</li> </ul>

<ul style="list-style-type: none"> <li>• Begin to offer primary age programmes for those on fixed term exclusions</li> <li>• Hub develops a stronger relationship with ACE school in Breton Side</li> <li>• Consult with young people who have been or are at risk of exclusion as to what they would want in music provision</li> </ul>
<p><b>Strategic Priority 8</b></p> <p>Data is used as a driver for inclusion</p>
<ul style="list-style-type: none"> <li>• Establish clear system for data collection and collation for different CCC groups. These should include FSM, Pupil Premium, LAC and those with SEND, BAME and cultural or faith background where possible and also children in need. Also include children on fixed term and, if relevant, permanent exclusions.</li> <li>• Trial and iron out glitches.</li> </ul>
<p><b>Strategic Priority 9</b></p> <p>There is an increased emphasis on a move to long-term engagement in music and a culture of progression for all children (including those in challenging circumstances).</p>
<ul style="list-style-type: none"> <li>• Examine all newly developed work with CCC to establish             <ol style="list-style-type: none"> <li>1) how this work can sustain for a year or more and</li> <li>2) barriers and solutions for young people involved in new work to access on-going work within the hub, such as existing ensembles. Solutions may for example involve creating new ensembles.</li> </ol> </li> </ul>
<p><b>Strategic Priority 10</b></p> <p>Monitoring and evaluating the quality of inclusion across the hub is embedded and influences future strategy</p>
<ul style="list-style-type: none"> <li>• Adopt Youth Music's Quality framework as an evaluation and self-reflection tool for all delivery workers – adapt it where necessary</li> </ul>

**Strategic Priority 11**

The Governance and the make-up of the team has diversified to more closely reflect and champion the groups represented within the city

- Offer targeted volunteering /shadowing opportunities to musicians from minority backgrounds and also disabled musicians

**Strategic Priority 12**

Activities will seek to more closely reflect the needs and interests of young people, with particular emphasis placed on youth voice, diversification of genre and shared ownership.

- Liaise with youth services and youth organisations, student school councils and head of school music departments about setting up and developing a Youth Music Action Council. NB membership should be diverse and should include some CCC (perhaps with mentoring and some bursary support).
- Hub seeks to identify possible tech tutors that have contemporary music skills

**Strategic Priority 13**

The hub has implemented a comprehensive early years programme, based on creativity and emotional intelligence and targeted primarily at areas of the city with high deprivation and social isolation.

- Audit current early years music provision across the city. Identify creative practitioners of quality and from team.
- Identify children's centres, particularly in areas of deprivation and isolation that would be appropriate to pilot programme