Doncaster Music Hub Diversity and Inclusion Strategy

The Importance of Diversity and Inclusion

Opening access, being representative, and diversifying talent are core strategic aims for the Doncaster Music Hub. All our core processes and policies are driven by the aspiration for the music offer for children and young people in Doncaster to be a proven provision of opportunity for all, with a particular focus on those who have previously had no or limited access to learning music.

This is at the heart of our objectives as the Doncaster Music Hub, and we know our approach to diversity and inclusion will develop.

The strategy is based on seeking positive answers to three key questions:

- How do all children and young people in the hub region receive a high-quality music education and cultural experience that is authentic and tailored to their needs, interests and abilities?
- How do we empower our workforce to be positive role models and ambassadors for EDI?
- How well can the hub develop on an organisational level to promote EDI?

Our Context

Doncaster is a large city of almost 110,000 residents in the urban area, with many smaller outlying towns and villages. The boroughwide population is currently just over 310,000.

Doncaster's overall level of relative deprivation ranking has increased over the last five years, moving from 48th to 41st out of 317 local authority areas (1 being the most deprived). Approximately 23% of the borough's wards are in the 10% most deprived wards in England. 35.2% of Doncaster children were living in poverty in 2020/21.

Doncaster schools and colleges:

- 123 Primary 5 -11s
- 19 Secondary (5 have sixth forms)
- Doncaster University Technical College (opened 2020) age 13-18
- New College and Doncaster Collegiate 6th form (Both a 16-18 provision)
- University Centre Doncaster

- 6 Special Schools
- 2 Independent Schools
- 4 Pupil referral units + Hospital School and Maple Medical provision

There are currently an estimated 634 young people educated at home in Doncaster. The vast majority of these are in the secondary sector.

The total School Population using 2019 figures is 53,569 (5-18 in school).
All of Doncaster's Secondaries and nearly two-thirds of Doncaster's Primaries are now Academies or part of Multi Academy Trusts, with Local Authority's role shifting from direct provision of support to a systems leadership role.

Young people from global majority backgrounds represent 10.2% of the total 0-19 population. The proportion of people in Doncaster who speak English as their main language is 95.9% compared to the national figure of 92%. Other main languages spoken in Doncaster are Polish 1.6%, Urdu 0.3%, Chinese 0.2% and Punjabi 0.2%. Doncaster does have a significant Gypsy, Roma and Traveller population. This data may change as the information from the census is released this year.

Doncaster has significantly higher than average pupils with Moderate Learning Disabilities- 17.7% and higher than average pupils- 23.3% with Severe Learning Disabilities. The percentage of children and young people in Doncaster with a hearing impairment is 4.8%, compared with an average of only 1.1%. This is largely due to Doncaster Deaf School and College, which has been based in the borough for over 190 years. Doncaster also has a significantly higher than average number of pupils on the Autistic Spectrum.

In recent years, the rates of Free School Meal (FSM) eligibility in Doncaster have been rising. Currently these rates are higher than the national averages, with just over one fifth of pupils in Doncaster's state-funded primaries and just under one fifth of pupils in state-funded secondaries eligible. Approximately two fifths of pupils in state-funded special schools are eligible

Ofsted ratings are improving, and are currently as follows:
- 99% of Early Years settings are rated as Good or Outstanding
- 69% of primary schools are rated Good or Outstanding (below the national average of 88%)
- 61% of secondary schools are Good or Outstanding (below the 76.3% seen nationally and 72% seen regionally)

Definitions

This policy reflects the requirements of The Equality Act 2010 and the Doncaster Music Hub is responsible for ensuring that all employees adhere to these requirements. All staff must be aware of and have a comprehensive understanding of the following definitions:

Protected characteristics, it is against the law to discriminate against anyone because of:

- Age
- Gender
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including nationality, ethnicity and national origin
- Religious belief or lack of religious belief
- Sex
- Sexual orientation

Discrimination is when a person is treated differently because of a construed difference in who they are. For example, a person is discriminated against because of the colour of their skin; because they are a woman; because they are disabled or because of their sexuality.

Discrimination can come in many forms including:

- Direct discrimination - treating someone with a protected characteristic less favourably than others.
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.
- Victimisation - treating someone unfairly because they've complained about discrimination or harassment.

Creative Case for Diversity

"Diversity and equality are crucial to the arts and culture because they release the true potential of our nation's artistic and cultural talent – from every background." Arts Council England

We at Doncaster Music Hub know that the music industry is enriched by the diversity of people making and behind the scenes supporting the making of music. We also know that there are many communities which have been underserved by mainstream music provision. It is our job to highlight the range of music being made across the world, the range of careers and routes into these careers and the breadth of skills needed. We want to release the true musical potential of Doncaster's children and young people, and this is the core of our work in the Doncaster Music Hub.

Access

It is a crucial that our work is accessible. Access refers to physical accessibility (e.g. venues with wheelchair access, Disabled Changing Places and lifts),

captioning and interpreting where possible (e.g. BSL interpretation, captioning all recorded content), providing adaptations in terms of content and delivery and financial access (free or low cost programmes of work). This is a consistent area of development for Doncaster Music Hub. We acknowledge that often events or programmes are not accessible to everyone, and our job is to clearly communicate any limitations publicly.

darts' home, The Point is a wheelchair accessible venue with a Changing Place Toilet with a hoist available to anyone in Doncaster city centre.

Board and Governance

Our board are committed to holding the Doncaster Music Hub accountable for our approaches to diversity and inclusion. This includes everything from financial distribution, staff recruitment, event management and future planning.

We are committed to diversifying our board to better represent Doncaster, the professional music industry and to broaden the skills and specialisms on our board. A new recruitment process will go live in 2022 with changes to the board implemented by 2023. The board's skills, experience and diversity will be annually reviewed through anonymised surveys and any findings will feed into future change.

Staff Recruitment

It is Doncaster Music Hub's aim to operate an open and fair recruitment and selection process. Doncaster Music Service and darts hire their own staff, both freelance and PAYE, and have slightly differing policies to reflect the different organisations.

Diversifying our workforce across both organisations is a key aim for the next three years.

Diversity of staff will be gauged by:

- The Music Service staff are encouraged to complete a questionnaire on application to the post they have applied for. At darts, annual anonymous surveys regarding the diversity of our workforces
- This will highlight any areas of development in relation to protected characteristics e.g. race, gender or age
- Our data will be compared to local and national data, e.g. the percentage of disabled people living in Doncaster compared to our workforces
- When areas of development are identified, we will discuss with the Board of Governors to determine a timeline and actions to improve in these areas of development

At Doncaster Music Hub, we have a right and a responsibility to challenge the attitudes or behaviours of anyone involved with the Hub and our work if those attitudes run counter to with our statement of belief as described above. We

take this responsibility seriously and have a disciplinary process which can be accessed in darts staff handbook and for Doncaster Council employees this is via a staff code of conduct and disciplinary policy which is available via the Doncaster Council Intranet for staff website.

All staff, freelancers and volunteers working with darts or Doncaster Music Service have a personal responsibility for the practical application of this policy in our day-to-day work, relationships with their colleagues and our interaction with users. If you have concerns about the management of this work, you can raise this with Paul Littlewood, chair of the Doncaster Music Hub's board (paullittlewood@higherrhythm.co.uk) or with your manager or their line manager.

Equal Opportunities

Doncaster Music Service and darts are equal opportunities employers. Both co-lead organisations aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, colour, nationality, disability, ethnic or national origins, class, marital status, civil status, sexual orientation, gender re-assignment, age, trade union activity, political or religious belief.

Applications from D/deaf and Disabled people are welcome. Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. Both darts and Doncaster Music Service are Disability Confident Employers. Improved advertising style and recruitment methods are reviewed regularly.

Schools and Partnerships

At Doncaster Music Hub, it is our aim to work with all schools across Doncaster, including primary, secondary, SEND, PRU and AP. Many of our programmes of work are free to access, and if not, are low cost. We prioritise schools with a higher than average percentage of students accessing Free School Meals, students who speak English as a secondary or additional language, and/or students with Special Educational Needs.

Partnerships are key to our delivery across Doncaster, and all partners receive this policy and are asked to share their own record of diverse and inclusive work, including areas of success and development. We believe in sharing learning across partners and honest evaluation which can help us all to improve.

Underserved Children, Young People and Families

We recognise that there are significant proportions of families living in poverty in Doncaster. It is incredibly important to us that all our programmes are free or low-cost. Swag Choir and our Alternative Pathways programme through darts are always free to access, the Music Service ensembles are free of charge to all young people within Doncaster. Instrument hire is free for the first year and then free to those who are in receipt of free school meals and certain other benefits, a remissions policy is in place.

Training

All staff will also receive inclusion training with opportunities to attend more specialised training as and when appropriate as provided and directed by Management.

Roles and Responsibilities of Leadership

The management team are responsible for publicly advocating DMH Music's vision of equality, diversity and inclusivity. They should directly challenge prejudice, discriminatory behaviour, and attitudes. The Management team should also ensure that all of the workforce have the opportunity to be trained in our ideal approach, helping our service create a truly inclusive offer. Appraisals of workforce will be carried out with EDI in mind and clear targets set to ensure the workforce is supported in meeting our EDI pledges. Management will also ensure that individual workforce member's needs are met and that they are treated fairly in regard to their own 'protected characteristics'.

Evaluation and Reflection

We will ensure that Doncaster Music Hub continues to develop its approach to diversity and inclusion through regular, robust evaluation of our programmes, our processes and our workforce.

This includes:

- Annual surveying of our workforce
- Annual surveying of our board
- Evaluation sessions following any large-scale events. E.g. Stage Invasion, Sing Out and Sing and Sign
- Exit interviews
- Annual reviews with staff
- Regular 1:1s with staff

Pledges

To Support our Students and Communities

- We aim to be a key driver in the cultural enrichment of Doncaster through authentic engagement with all communities, this is supported through our membership on the Doncaster Cultural Education Partnership Steering Group.
- We believe everyone should be treated with respect
- We recognise that it is our duty to be aware of our students and communities protected characteristics and to ensure that no one is discriminated against.
- We recognise that our students are unique and have individual needs and we will do our best to support those needs to enable our students to Have the best possible experience with us. As we learn from individual students and the adaptations we make, this learning will also impact our work with other children and young people.
- We aim for our offer to be co-curated by the young people by carrying out meaningful youth voice led analysis.
- We aim to create musical opportunities accessible to all children, regardless of background or ability.
- We aim to work with specialist providers and staff in order to engage and support students who have additional needs or challenging circumstances.

To empower and support our workforce to be positive role models

- We aim to create an EDI aware workforce
- We offer regular training in EDI best practises and support the implementation of these through appraisals and meetings
- We aim to create an organisation that is both diverse and reflective of our communities
- We aim to celebrate diversity in our workforce and act in a way where protected characteristics are respected
- Our goal is for a workforce where each individual is celebrated, supported and encouraged to become their best self

To develop at an organisational level

- We work alongside other organisations to keep up to date with latest best practise and development in the area of EDI.
- We acknowledge the importance of working with other Hubs, schools, SENCo's and external organisations to make our practises more inclusive
- We will use trusted external partners for training and to support our delivery where this is beneficial for students and families.
- We aim to recognise and value individual differences and the contributions of all members of our workforce

Challenges and possible actions

Challenge
Financial Pressures on service/schools/parents
Actions

- Embed personal, social and musical benefits and promote on Buy Doncaster platform
- Look at alternative funding sources and bids

Challenge
Nature of current workforce: representation/understanding/skills
Actions

- Develop an offer in differing genres that will attract authentic delivery staff
- Develop partnerships with appropriate organisations to develop our offer
- All workforce to receive EDI training as part of induction

Challenge
Relationships with schools to access pupil information regarding SEN etc.
Actions

- Strengthen links with SENCo's
- Develop EDI role in the service to improve school partnerships
- Embed ensembles with children in challenging circumstances in schools and music centres

Challenge
Engage with Children in Care
Actions

- Develop relationship with Virtual School to offer appropriate engagement
- Set annual targets for CIC engagement
- Draw on national best practice to ensure all staff receive training in trauma/attachment theories

Challenge
Ensure offer is authentic to our communities and of Doncaster
Actions

- Needs analysis work to assess need
- Develop relationships with all communities in Doncaster
- Use young creators from all communities to co-produce events and programmes

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https://thepoint.org.uk/doncastermusiceducationhub/