

# Lancashire Music Hub

## Inclusion, Diversity, Equity and Accessibility (IDEA) Strategy and Action Plan – December 2023

Lancashire Music Service is the lead partner for the Music Education Hub for Lancashire, funded by Arts Council England.



## Values Our Hub Vision and Mission

### Statement

We believe all children and young people have a right to a music education which is high quality, relevant and diverse and we seek to build inclusive spaces to work and learn. Our opportunities and progression pathways should reflect individuals' needs and preferences and recognise the value of formal, non-formal, and informal approaches to learning.

We recognise that inequity and discrimination still exists and we have a responsibility to remove barriers that young people may face throughout their musical journey, and to build a Music Hub which represents the Lancashire communities we serve.

We recognise the work to build an inclusive, diverse, equitable and accessible Music Hub is ongoing and commit to a process of continuing data collection, evaluation, training and review with the experiences and voices of children and young people at the centre.

## Lancashire Population

Lancashire is the fourth largest council in England and Wales, with 267,000 children and young people in a population of 1.16 million. Perhaps Lancashire's defining characteristic is its size and diversity, with urban, rural and coastal communities spread across the 12 Districts. As well as some of England's most prosperous communities in the Ribble Valley, Lancashire also has pockets of severe deprivation in Preston, Burnley and Morecambe. The usual resident population of the Lancashire area was



1,171,339. The largest ethnic group was white (92%), with other ethnic groups making up 8% of the population.

Numerically, there were over 90,000 people from Black, Asian, Miked or Global Majority backgrounds in the county. In Pendle and Preston one in five people (20%) are from Black, Asian, Miked or Global Majority backgrounds

In Burnley and Hyndburn the rate was 12%. In Rossendale, whilst the

percentage was lower than in these four districts, it was still above the rate of other districts at 6%. Similarly in Lancaster the population was just over 4%. The population from Black, Asian, Miked or Global Majority backgrounds were by far the greatest in Preston, where there were almost 28,000. In Pendle there was a population of 18,000. A further 11,000 and 10,000 live in Burnley and Hyndburn respectively. Numbers were lower, but remain of note, in Lancaster (6,000) and Rossendale (4,200). Chorley and South Ribble had just over 3,000 people from Black, Asian, Miked or Global Majority backgrounds

Together there were almost 67,000 people from Black, Asian, Miked or Global Majority backgrounds in Preston, Pendle, Burnley and Hyndburn.

A total of 147,161 children based in 604 schools, with a significant percentage (14.8%) from backgrounds where English is not the first language.

Across Lancashire 30 specialist schools are maintained by the Authority. There are mainstream schools that also have extra resources to allow them to make provision for certain types of additional needs.

The largest ethnic group in Lancashire schools is Asian making up an estimated 10.8% of all pupils, with the highest proportions in the districts of Pendle (estimated 33.9%), Preston (estimated 24.6%) and Hyndburn (estimated 24.1%). The smallest ethnic group from the main groups is Chinese (estimated 0.25%). The vast majority of Gypsy/Roma and Irish Traveller pupils registered on roll with schools were resident in Lancaster (181 pupils), Hyndburn (78 pupils) and Preston (36 pupils).

## **Lancashire County Council**

Lancashire Music Service is part of Lancashire County Council. To meet the equality information specific duty which forms part of the Public Sector Equality Duty (PSED) of the Equality Act 2010, Lancashire County Council has the following aims:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

The protected characteristics covered by the Public-Sector Equality Duty are:

• age • disability • gender reassignment • marriage and civil partnership (but only in respect of eliminating unlawful discrimination) • pregnancy and maternity • race – this includes ethnic or national origins, colour or nationality • religion or belief – this includes lack of belief • sex • sexual orientation

Lancashire Music Service works within Lancashire County Council's "Equality, Fairness and Inclusion" policies.

## **Our Approach to IDEA**

Our IDEA strategy is a dynamic document – we acknowledge IDEA is an ongoing journey which requires regular review and updating.

We have used the Youth Music IDEA Framework to shape our strategy and Action Plan in the following areas:

- Vision Values and Strategy
- People and Culture
- Policies and Procedures
- Reach and Engagement
- Musical Offer
- Youth Voice
- Communications
- Partnerships and Advocacy

#### **Summary of Key IDEA Priorities December 2023:**

- Establish baseline diversity data and a process for collection and review outcome. This will allow us to measure where we currently are and identify underrepresented groups.
- Embed IDEA as an agenda item in Hub Operations Group and Strategic Stakeholders Group meetings with identified KPIs. This will ensure all stakeholders are engaged and involved with IDEA priorities.
- Undertake a partnership scoping study to identify current and potential stakeholders (arts or community organisations; local musicians). This will enable us to connect with more diverse organisations.
- Continue to support Youth Voice at a strategic level and further develop youth voice across our out of school activities. This will ensure young people are involved in decision making at all levels of our organisation.
- Increase engagement with Muslim communities through co-created work. This will result in a greater engagement with music-making from this underrepresented group.
- Develop our workforce delivering music tech and modern music. This will enable students to access music which may be more relevant to their interests, and diversify our workforce to include more teachers from non-western classical music backgrounds.
- Review our recruitment process from advert to induction to enable us to reach people from more diverse musical and ethnic backgrounds

- Establish Musical Nurture Groups as part of our schools offer which will increase the number of pupils facing barriers to engagement accessing musical activities
- Build a library of accessible music technology and pilot projects in SEND schools, training teachers and enabling more students with additional needs to participate in music making activities
- Establish the Young Musicians Fund through our Friends Charity to support students and families facing financial barriers to music lessons and activities.
- Develop more local and accessible out of school opportunities outcome reducing the geographical barriers to music making