

## Essex Music Service

# Equality, Diversity and Inclusion Charter

## We believe:

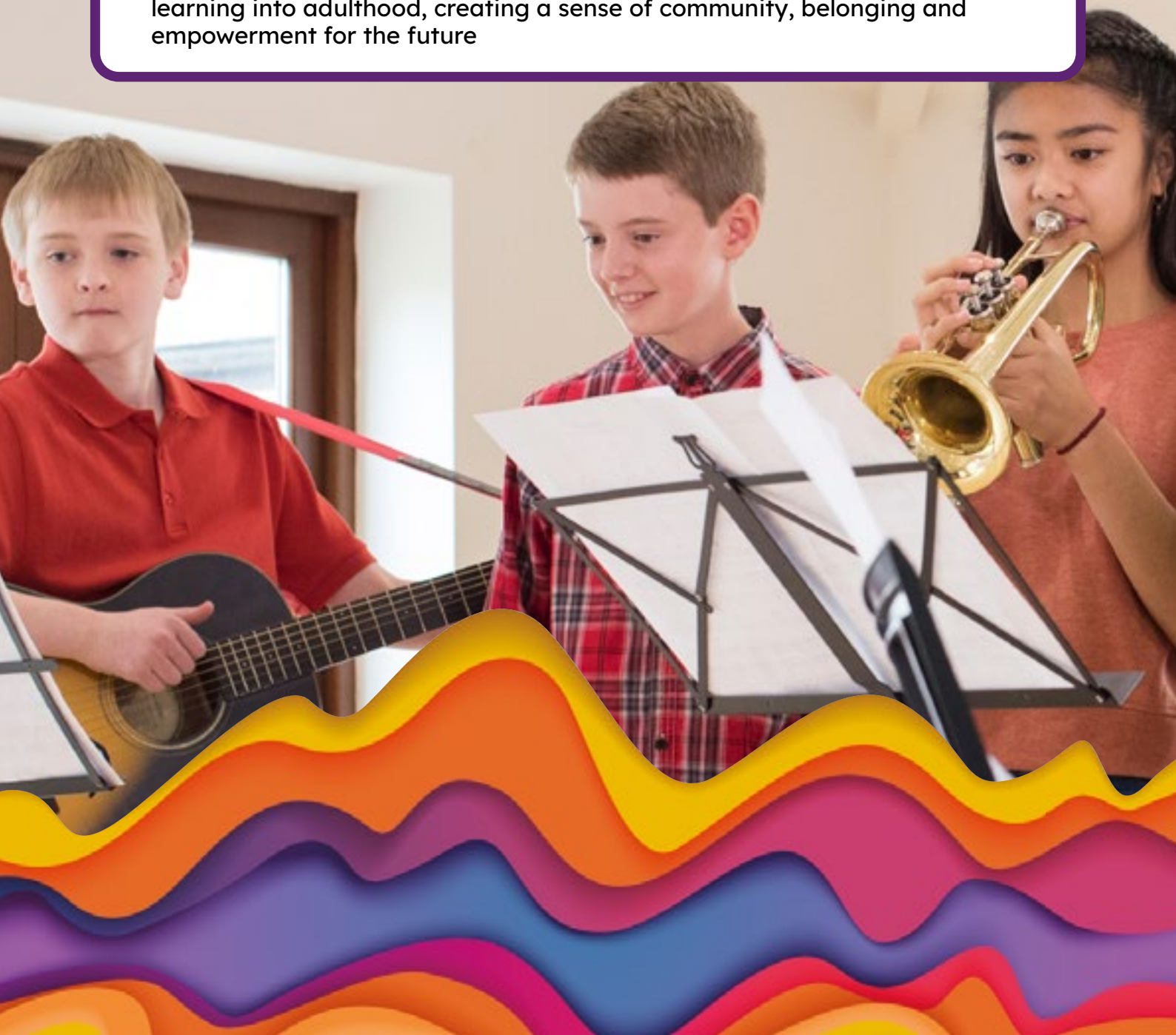
- all young people are musical and should have easy access to music making and music education
- all young people should have the opportunity to express their views and be listened to
- in taking action to remove barriers to participation for all young people
- inclusivity nurtures understanding and empathy and creates a sense of belonging
- working in an inclusive way expands our knowledge and practice
- creativity bridges cultural and linguistic gaps, in turn fostering common connections
- inclusion enables us to bring the joy of music to a wider demographic of students, benefitting all

# We aim to:

- listen to and treat everyone fairly, with respect and without prejudice
- actively remove barriers that prevent full participation and engagement in music
- be a continuous learning organisation that invests in training, creates opportunities for self-development and shares resources and practise
- offer a teaching approach that is:
  - student centred, empowering young people to be involved in their learning
  - flexible, using creativity and a diverse approach to adapt to changing circumstances
  - self-reflective
  - welcoming of many entry points (e.g. adaptive technologies, online access, self-taught)
- actively challenge our own personal biases to embed an awareness and understanding of diverse perspectives
- ensure diverse genres feature across our work
- work in collaboration with:
  - young people and their support network
  - schools, ensuring they are supported and educators are given access to the information they need
  - partners from across the Music Sector (for example music education, performing industry and artist management and broadcasting, recording and streaming industry) ensuring insights, resources and expertise are shared and celebrated
  - teams working with children in education, such as the Virtual School team
- regularly review our funding and direct it towards those that have the most need
- proactively reach out to under-represented areas and identify how to support engagement
- consult with diverse representation to ensure we have considered the needs of all in our policies
- ensure that we use venues where students learn and perform that are fully accessible
- actively seek to ensure that our workforce is representative of the UK demographics
- create environments and space that allow underrepresented groups to be empowered

## This should lead to:

- safe spaces and welcoming experiences that encourage participation, engagement, creativity and self-expression
- a wider engagement in music across Essex that puts the voices of children and young people at the heart of our work
- a confident, innovative and flexible workforce, who ensure that all voices are heard
- opportunities to open up pathways for every young person enabling them to take their music in whatever direction they choose.
- developing confident and innovative students who are able to maximise their potential
- young creative leaders who are empowered and inspired to continue their learning into adulthood, creating a sense of community, belonging and empowerment for the future



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