Inclusion, Diversity, Equity and Access

Overview

Inclusion, Diversity, Equity and Access (IDEA) is integral to Southwark Music's Mission and Values. We celebrate the fact that everybody learns in their own way and aim to provide all Southwark children and young people with an experience suited to their individual needs. We strive towards providing a wide range of musical activities that promote the diversity of the community.

Our EDI Policy and Strategy is informed by Youth Music's IDEA Framework which helps us to monitor and assess our work. This action focused resource ensures the principles of IDEA are considered across all areas of strategy, culture and operations and helps Southwark Music's Senior Leadership Team to self-assess strengths and areas for development. The results of this self-assessment feed directly into our EDI action plan and our business planning. SLT meet at least 3 times a year to discuss on-going actions, ensuring consistency throughout the service.

This strategy is reviewed and updated annually.

Policy

Southwark Music strive towards the following positive EDI practices which are based on Youth Music's 8 IDEA pillars.

1) **Vision, Values and Strategy:** IDEA principles are at the heart of our vision, mission and values. We actively prioritise IDEA principles to ensure the continuous development of our practices
2) **People and Culture:** An inclusive workplace culture means staff are engaged, motivated, and bought into IDEA goals. The workforce and board is made up of people from a diversity of backgrounds across all levels of seniority
3) **Key Policies and Procedures:** Our organisational policies provide the foundation for safe, accessible and inclusive culture. They are clear accessible and regularly updated
4) **Reach and Engagement:** We actively monitor reach, engagement and progression outcomes to ensure equality of opportunity and inform positive action
5) **Musical Offer:** Our musical offer is diverse, accessible, inclusive and relevant to young people from different backgrounds and with different musical aspirations. Personal and social outcomes of music are as important as musical ones
6) **Youth Voice:** Young people influence our practice at all levels, from co-creating their learning journey to informing programming and strategy
7) **Communications:** Our outward communication is accessible and showcases diversity and inclusion
8) **Partnerships and Advocacy:** We improve and grow IDEA practices through partnerships and advocacy

Needs Analysis

1. Vision, Values and Strategy

Belief in and understanding of IDEA principles is growing across the workforce. IDEA is built into strategic priorities, regularly monitored by SLT and activities and objectives show year-on-year progression. IDEA priorities and objectives are shared with the workforce however engagement from tutors is currently low.

2. People and Culture

Initial steps have been taken to improve understanding and establish priorities, in terms of both workplace culture and workforce diversity. IDEA goals are communicated, and processes are established for regular dialogue with the team, however engagement is low, meaning that it is not yet regularly informing changes to our workplace practices. Diversity monitoring is built into our recruitment practices, and some positive action is in place. However, due to the urgency of recruitment, it is not consistently carried out.

3. Key Policies and Procedures

Policies are regularly monitored and continue to be developed as IDEA knowledge and understanding grows. They are communicated, accessible and understood however they are not currently co-created with young people, stakeholders or the workforce.

4.   Reach and Engagement

Southwark Music assesses the profile of young people it engages across different programmes, and how this relates to the local population. Priorities are established and targets set to improve representation by young people facing barriers. New types of activity, in new places, are trialled and are mostly catering for progression needs as well as initial engagement. We currently don't keep accurate data that tracks progression of children and so are unable to track if we are improving reach, retention and progression outcomes for young people facing barriers.

5.   Musical Offer

Our offer encompasses a wide range of music-making opportunities, and we have taken deliberate steps to ensure that the content of these programmes is both diverse and representative. However, we recognise the need to promote a broader range of pathways to make access and progression easier for those facing barriers. We actively showcase and celebrate diversity across many aspects of our work, yet we acknowledge the importance of continuing to engage a wider range of schools in our events. At present, the musical and performance programme is predominantly adult led.

6.   Youth Voice

We actively consult with young people to inform our offer, and feedback has increased significantly over the past two years. Robust processes are in place to review, act upon, and share all feedback, and we are committed to embedding these practices across our work. However, we do not currently consult with young people who are not engaged. While all our programmes provide choices for participants, we currently run very few projects that are youth-led. Young people have opportunities for work experience at our Saturday Centre, and uptake has improved over the last year. In addition, two young people sit on our advisory group. Members of the Senior Leadership Team are strengthening their understanding of and commitment to youth voice through CPD, peer networks, and ongoing dialogue.

7.   Communications

Southwark Music has recently completed an accessibility audit of our website and ensures that all external communications embed accessibility and reflect diversity. We provide multiple ways for people to contact us and offer reasonable adjustments to stakeholders regarding how they receive our materials. The only outward communication that does not currently meet accessibility guidelines is our curriculum scheme of work, which is presented in very small print

8.   Partnerships and Advocacy

Southwark Music collaborates with a wide range of partners to ensure that young people in Southwark can access musical opportunities that reflect and celebrate the community's diversity. Our partnerships evolve in response to needs analysis. Members of the Senior Leadership Team participate in Music Mark's national inclusion peer group, which brings together inclusion leads from across the country. Looking ahead, we aim to draw on the expertise within South East London by creating collaborative meetings focused on IDEA, communications, and events.

2025/2026 Strategy

Pillar/s	Actions	Measures of Success Including KPIs	Timeframe
2, 8	Adopt 'sharing something good' feature in tutor emails	• 1 positive example included in most tutor emails • At least one a year to have had an IDEA focus Increased engagement from tutors to emails	On-going (review termly)
2, 3	Email job adverts to all partner organisations	• Increased applications from underrepresented groups • Increased diversity in applications	On-going (review termly)
2, 3	Standardise inclusive formatting for job adverts	• Consistent accessible job adverts published • 100% of job adverts meet accessibility standards in terms of font size, layout and language	On-going (review termly)
5, 6	Monitor, analyse, and act on feedback from advisory groups and evaluation forms at least 3 times a year.	• Feedback collected 3 times annually • Summary report shared at least once a year • At least 2 actions implemented each year	On-going (review termly)
4, 5	Advertise Progression Pack and Portal	• Posters displayed in target schools • QR code scans tracked and increasing	Spring 26
2, 3	Record data of applicants for all jobs	• Ability to track data of applicants • Base line for ongoing records	Summer 26
2, 3, 6	Add 'You said, We did' feature to website	• Feature live by Summer 2026 • At least 2 updates posted annually	Summer 26
4	Complete Saturday Centre accessibility audit	• Audit report completed by Summer 2026 • 100% of identified actions scheduled for implementation	Summer 26
7	Reformat printed CPP scheme to 11pt font minimum	• All printed materials meet accessibility standards by Summer 2026	Summer 26

5, 6	Add more targeted questions into the student evaluation form	• New questions implemented by Summer 2026 • Increased response rate • Analysis informs at least 1 programme change annually	Summer 26
5,6	Review all evaluation forms	• All evaluation forms reviewed by Summer 2026 • Increased response rate • Analysis informs at least 1 programme change annually	Summer 26
4, 5	Target diverse schools for events	• Increased participation from SEND and high deprivation schools compared to previous year	Summer 26
1, 2, 3	Share EDI objectives at September staff meeting	• Staff engagement in IDEA goals increases	Autumn 26
4, 5, 8	Explore use of adaptive instruments with SELMH	• Decision made and instruments ordered, if necessary, by Summer 2027	Summer 27
8	Establish cross-hub meetings for IDEA, Comms and Events	• At least 3 meetings held by Summer 2027 • Shared actions agreed	Summer 27
4, 5	Consider relaunching Musical Passports	• Musical Passport system live by Summer 2027 • Progression between primary and secondary schools tracked for at least 50 students	Summer 27
3, 4, 5	Analyse progression data through Eepos	• Data report produced by Summer 2027 • Findings inform at least 2 programming decisions	Summer 27
5, 6	Integrate Youth Voice into primary projects.	• Youth-led input visible in at least 1 primary project by Summer 2027 • Feedback shows at least 80% satisfaction	Summer 27

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