

## Wandsworth Music Inclusion Strategy Action Plan

### Introduction

The Inclusion Strategy for Wandsworth Music aims to create an inclusive and accessible music education environment for all individuals in the Wandsworth community. This strategy is designed to ensure that every person, regardless of their background, ability, or socioeconomic status, has the opportunity to engage with and benefit from music education and related activities. By fostering an inclusive culture, we seek to celebrate diversity, promote equality, and remove barriers to participation.

This strategy sets out the steps we will take to ensure an inclusive and high quality music education for all children and young people in Wandsworth. This strategy will evolve and adapt based on feedback and community needs.

### Vision

Our vision is to inspire enjoyment and excellence in music for all children and young people in Wandsworth. We want all children and young people to have the opportunity to find their musical voice, develop their personal and social confidence, progress on their musical journey and fulfil their musical talents and potential.

### Mission

Our mission is to ensure that high quality and inspirational music education is available and accessible to all children and young people. We create high quality musical outcomes by providing outstanding and inclusive music tuition along with opportunities for all young people to experience the thrill of performing on world renowned concert stages!

### Values

We have a bold and confident vision for the musical future of our Children and Young People in Wandsworth. At the heart of our work are the following core values:

**We plan for excellence.** We have the highest musical aspirations for all children and young people, placing no limits on what can be achieved, no matter the starting point.

**We act as role models.** We support children and young people to achieve their full potential and develop a lifelong love of music!

**We are inclusive and open minded**

We celebrate all forms of music. We actively look to identify and remove barriers to participation and strive to ensure that young people of all backgrounds and abilities can reach their full musical potential.

**Children & young people are at the centre of everything that we do**

We are committed to ensuring that the voices of young people are included in the decision making about their musical journeys.

## **We work in partnership**

We work collaboratively with schools, partners, and each other for mutual benefit. We seek and listen to feedback, identify and share best practices, embrace change and always strive to do better

## **What do we mean by Diversity, Equity & Inclusion**

### **Equity v Equality**

It is important to highlight the difference between equality and equity.

**Equality** is about ensuring that everyone gets the same opportunities for success and is not discriminated against because of their characteristics.

**Equity** aims to ensure the fair treatment, access, equality of opportunity and advancement for everyone while also attempting to identify and remove the barriers that have prevented some groups from fully participating

Both equity and equality promote fairness. However, equality achieves this by treating everyone as the same, whereas equity does so by treating people differently dependent on their need. In order to achieve equality, equity is needed to give everyone the same chance of getting there.

**Diversity** involves all the ways that people are different, including the different characteristics that make one group or individual different from another

**Inclusion** builds a culture where everyone feels welcome by actively inviting every person or every group to contribute and participate. Inclusion will ensure that everyone feels valued and importantly, adds value.

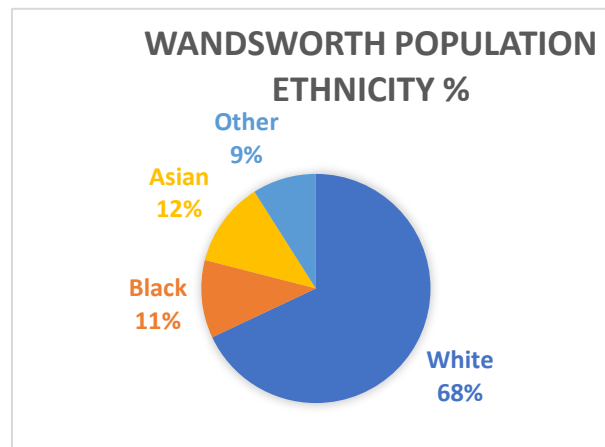
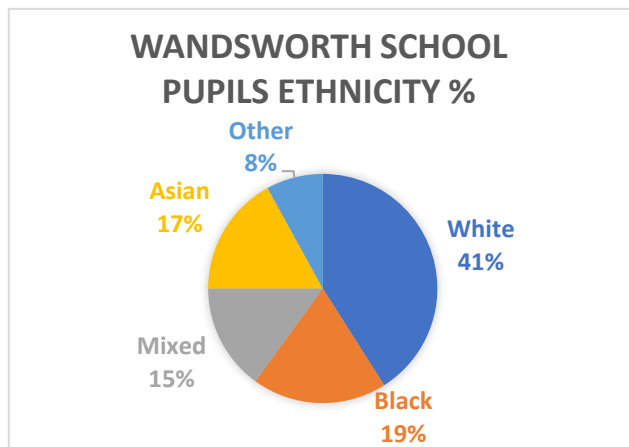
### **Context & Analysis of need**

Wandsworth is an inner London Borough with a population of c.320,000. Approximately 33,000 children attend a Wandsworth state funded school.

There are a high proportion of Special Schools (7) in comparison to other Local Authorities of similar size. There are 62 primary schools, 11 secondary schools, 3 PRU's and 2 sixth form colleges. According to the Income Deprivation Affecting Children Index (IDACI) 27% of children are in the most deprived category, 46% in the middle and 27% in the least deprived category.

The number of children in receipt of FSM has increased from approximately 23-24% in 2022 and now stands at approximately 28%.

Approximately 19% of pupils have a Special Educational Need (SEN), higher than the London average. Wandsworth is the 4<sup>th</sup> highest borough nationally where pupils with SEN are attending Wandsworth schools but live in other local authorities (34.4%).



Wandsworth is a diverse borough with 32% of its population from an ethnically diverse background. In schools this figure is 59%.

Providing inclusive and accessible music education is fundamental to everything we do. This plan is closely linked to our ongoing needs analysis and business planning. Running through all of our work is a commitment to equity, diversity & inclusion, and to ensuring that the voice of young people informs everything we do.

We believe that every child deserves the very best music education, regardless of their personal characteristics; where they live; parental income; their levels of musical talent; and whether they are looked-after children.

We are committed to supporting our most vulnerable young people, by forging closer links with schools, key local organisations and specialist providers. This will ensure that access to music opportunities is both equitable and relevant to the needs of the children and young people in Wandsworth. To support this vision, we will ensure an equitable distribution of resources to improve opportunities for everyone, especially those from disadvantaged backgrounds and underrepresented groups.

This approach has directly led to the following recent developments:

- Enhanced opportunities for children with SEND to engage in instrumental music and ensembles via Open Orchestra's and Royal Philharmonic Orchestra partnerships;
- Development of specialist weekly instrumental and vocal tuition in Special Schools;
- Successful funding application to the London Music Fund to support progression opportunities in Roehampton (an area of high deprivation);
- Successful funding application to the Nugee Foundation to support instrumental tuition in Special Schools.
- Successful funding application to the Wandsworth Grant Fund to support the delivery of a creative music partnership project with the Royal Philharmonic Orchestra, Wandsworth Special and mainstream schools in preparation for the RAH concert in March 2023.;
- Ongoing expansion of the Music Therapy Service in special, alternative and mainstream schools and the Music Academy. Expansion into group therapy and music wellbeing groups;
- Successful funding application to the Wandsworth Arts for Health & Wellbeing programme to support delivery of music therapy and wellbeing sessions in special and mainstream schools.

- Wandsworth Music Scholarship & Bursary Scheme to support CYP facing financial barriers (Funders include Thomas’s Foundation, London Music Fund, Private Donors totalling c.£20,000 per year);
- Launch of the Wandsworth Youth Council to help inform future planning and ensure that youth voice plays an important role in decision making;
- Concert series designed, produced and performed by young people, including allocated funding from WM;
- The production of a South West London Diversity & inclusion toolkit.

**Where are we now?**

<b>What</b>	<b>How</b>	<b>SEND/ LAC</b>	<b>Financial support</b>	<b>Cultural</b>	<b>Youth Voice</b>
<b>Vocal &amp; Instrumental</b>	<ul style="list-style-type: none"> <li>- In school tuition (1-1, small group &amp; WCET)</li> <li>- Out of school Music Academy</li> <li>- All western classical instruments, singing, guitar, bass, drums, ukulele.</li> <li>- Steel Pans, Djembe Drumming</li> <li>- Music Production</li> </ul>	<ul style="list-style-type: none"> <li>- Free for LAC via virtual school</li> <li>- Bespoke support for SEND pupils</li> <li>- Open Orchestras &amp; RPO</li> <li>- Music Therapy</li> </ul>	<ul style="list-style-type: none"> <li>- FSM &amp; PP Remissions</li> <li>- Family discounts</li> <li>- Free instruments</li> <li>- WM scholarship &amp; bursary fund</li> <li>- School Financial PP support</li> <li>- Various options, Group &amp; 1-1 lessons</li> </ul>		
<b>Ensembles &amp; Pathways (Music Academy)</b>	<ul style="list-style-type: none"> <li>- Beginner Ensembles (wind, string, brass)</li> <li>- 3 x Symphony Orchestras (Junior, Concert, Philharmonic)</li> <li>- String Thing!</li> <li>- Junior Concert Band</li> <li>- Percussion Ensemble</li> <li>- Steel Pans Ensembles</li> <li>- Djembe Drumming</li> <li>- Wandsworth Youth Choir</li> <li>- 2 x Music Academy Choirs</li> <li>- 3 x musical theatre choirs</li> <li>- Chamber Music Ensembles (Strings, Wind Brass)</li> <li>- 6 x Pop &amp; rock bands – Junior, Intermediate &amp; Senior</li> <li>- 3 x Jazz Orchestras</li> <li>- Massed Secondary Choir</li> <li>- Massed Primary Choir</li> </ul>	<ul style="list-style-type: none"> <li>- Free for LAC via virtual school</li> <li>- Bespoke support for SEND pupils</li> <li>- Open Orchestras &amp; RPO</li> </ul>	<ul style="list-style-type: none"> <li>- FSM/ PP Remissions</li> <li>- Family discounts</li> <li>- Free instruments</li> <li>- WM scholarship &amp; bursary fund</li> <li>- Ensemble discounts</li> </ul>	<ul style="list-style-type: none"> <li>- International Tours</li> <li>- Performances at high profile venues</li> <li>- Working with partners – e.g. Philharmonia, RPO, NOS, NEKO, St. Luke’s.</li> </ul>	<ul style="list-style-type: none"> <li>- Youth Council</li> <li>- Youth led chamber groups</li> </ul>

	- Annual Special School programme with RPO				
<b>Concerts &amp; Events</b>	<ul style="list-style-type: none"> <li>- Termly concert programme for all ensembles</li> <li>- Annual Winter Sounds &amp; Brighter Sounds at prestigious London venues (e.g. RAH, Fairfield)</li> <li>- Opportunities for school groups to perform at Borough Events throughout the year.</li> <li>- Music Academy Recitals</li> <li>- Summer Orchestra Tour</li> <li>- Battle of the bands</li> <li>- London Jazz Festival</li> <li>- Youth Council Produced and pupil led events</li> <li>- Discounted ticket offers with partners</li> <li>- Partner visits to schools e.g. NOS, Philharmonia, RPO</li> </ul>	<ul style="list-style-type: none"> <li>- Support for Special schools to participate alongside mainstream schools</li> <li>- Yearly partnership project with RPO</li> <li>- Accessible venues and necessary adaptations</li> <li>- LAC music day with RPO</li> <li>- Free &amp; discounted ticket offers</li> </ul>	<ul style="list-style-type: none"> <li>- Free tickets/ discounted tickets</li> <li>- Sponsor a seat scheme</li> <li>- Support for schools coach hire/ transport to events (50% funding)</li> </ul>	<ul style="list-style-type: none"> <li>- International Tours</li> <li>- Performances at high profile venues</li> <li>- Working with partners – e.g. Philharmonia, RPO, NOS, NEKO, St. Luke’s.</li> </ul>	<ul style="list-style-type: none"> <li>- Youth Council – Live from WMA</li> <li>- Young people presenting concerts</li> <li>- Young Musician of the Year</li> </ul>
<b>Schools Offer</b>	<ul style="list-style-type: none"> <li>- Whole Class Ensemble Tuition (WCET)</li> <li>- Peripatetic service</li> <li>- Curriculum Music</li> <li>- Singing Projects (Autumn, Spring, Summer)</li> <li>- Music Therapy &amp; wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>- Open Orchestra at Garratt Park</li> <li>- Instrumental at Nightingale</li> <li>- Singing</li> <li>- Music Therapy</li> <li>- RPO project</li> </ul>	<ul style="list-style-type: none"> <li>- Remissions &amp; subsidy</li> <li>- School contributions (using PP funding for per lessons)</li> <li>- Funding applications (e.g. for music therapy)</li> </ul>		<ul style="list-style-type: none"> <li>- School music survey</li> </ul>
<b>Workforce &amp; pupil Diversity Data</b>	<ul style="list-style-type: none"> <li>- <b>Hub Board:</b> 10% Irish, 60% White British, 20% Global Majority, 10% other 34% Female, 66% Male</li> <li>- <b>Core Team:</b> 68% White British, 22% Global Majority 68% Female, 22% Male</li> <li>- <b>Tutor Team:</b> In progress</li> <li>- <b>Pupils (direct lesson sign up):</b> 32% White British, 25% White European, 34% Global Majority, 9% other/ unknown.</li>   <li>50% Female, 49% Male 0.5% non-binary 18% pupil premium/ FSM</li>   <li>WMA c.15% pupils on 50% + bursaries (FSM or discretionary funding)</li> </ul>				

**What are our priorities moving forward?**

<b>Action</b>	<b>Outputs - What will we do?</b>	<b>Outcomes &amp; impact</b>	<b>Priority/ Timeline</b>
<p><b>Workforce</b> To ensure our workforce is appropriately skilled and reflective of the community in which we work.</p>	<ul style="list-style-type: none"> <li>- Track diversity data of core staff, tutors and board members</li> <li>- Share EDI plan with staff</li> <li>- Provide CPD for staff on inclusive musical &amp; reflective practice</li> <li>- Ongoing review and refinement of recruitment process (e.g. extend advertising networks, ensure job adverts and job descriptions are inclusive/ diverse interview panels)</li> <li>- Ensure staff involved in recruitment receive appropriate training and support the commitments to D&amp;I</li> <li>- Appoint inclusion lead</li> <li>- Provide targeted shadowing/ volunteering opportunities</li> <li>- Appoint board member to lead on inclusion and seek support from external organisations</li> </ul>	<ul style="list-style-type: none"> <li>- Increase in staff sharing diversity data.</li> <li>- Increase in applications from more diverse backgrounds (People of colour or who identify as disabled)</li> <li>- More diverse workforce, with broader range of skills and experiences.</li> <li>- Opportunity to engage a wider range of CYP.</li> <li>- Improve workforce representation so CYP have more diverse role models to look up to.</li> </ul>	<p>New board members recruited to support EDI journey.</p> <p>New online EDI monitoring form – better data tracking</p> <p>Recruited processes refined</p> <p>High – in progress, subject to ongoing review</p>
<p><b>Equitable access for all (Financial)</b> Ensure young people facing financial barriers receive the support necessary to participate</p>	<ul style="list-style-type: none"> <li>- Review and if necessary refresh scholarship and bursary scheme</li> <li>- Increase fundraising and sponsorship to support more CYP</li> <li>- Fundraising trustee lead?</li> <li>- Grant applications for targeted programmes (e.g. special school work)</li> </ul>	<ul style="list-style-type: none"> <li>- More CYP on FSM/ PP receiving tuition - Target is to reach borough FSM average accessing music tuition at WMA (28%)</li> <li>- Increased funds and new partners for bursary fund</li> </ul>	<p>July 2024</p>
<p><b>Equitable access for all (SEND, LAC, Additional needs)</b> Ensure CYP with SEND and in CC have the same opportunities to access high quality music</p>	<ul style="list-style-type: none"> <li>- Cascade learning from Open Orchestra and RPO projects to other schools</li> <li>- Provide CPD for staff on working in alternative settings (via RPO and other partners).</li> </ul>	<ul style="list-style-type: none"> <li>- More CYP have access to regular high quality instrumental tuition</li> <li>- Increased staff skill, knowledge &amp; confidence to work with CYP with additional needs and in challenging circumstances</li> </ul>	<p>Ongoing - July 2024</p>

<p>provision and ensemble opportunities</p>	<ul style="list-style-type: none"> <li>- Build on existing relationships in Special schools and work to establish a culture of regular, progressive music making (not project based)</li> <li>- Ensure regular performance opportunities, alongside mainstream peers</li> <li>- Long term goal to offer an inclusive borough ensemble.</li> </ul>	<ul style="list-style-type: none"> <li>- At least 4 Special Schools perform at RAH concert in 2023</li> </ul>	
<p><b>Programming</b></p> <p>Ensure that our musical offer to CYP is diverse and inclusive</p>	<ul style="list-style-type: none"> <li>- Audit current offer and review youth council survey to identify gaps in offer.</li> <li>- Expand music production and electronic/ technology based music offer</li> <li>- Identify specialist partners as required</li> <li>- Ensure repertoire choices are diverse and inclusive of all genres and cultures.</li> <li>- Further develop music therapy &amp; wellbeing offer (increase engagement with CCC)</li> <li>- Apply to Grants fund – Arts for health &amp; wellbeing application for £10k</li> </ul>	<ul style="list-style-type: none"> <li>- Increased levels of engagement from CYP not currently accessing our offer</li> <li>- Young people involved in musical choice &amp; repertoire selection for ensembles – joint ownership.</li> <li>- More diversity of genres (e.g. Rap/ Hip-Hop)</li> <li>- Data from schools Music pupil survey to inform future plans</li> <li>- Youth led events.</li> </ul>	<p>Successful application for music therapy funding</p> <p>Spring 2024 subject to funding application for therapy/ wellbeing expansion</p>
<p><b>Marketing &amp; Communications</b></p> <p>Ensure that communications are reflective of the community we work in</p>	<ul style="list-style-type: none"> <li>- Review website, social media and other comms through an inclusion lens. Research inclusive websites &amp; take advice from others in the field as required.</li> <li>- Ensure EDI principles are embedded in comms.</li> <li>- Ensure website and comms show accurate representation of the organisation and out activities.</li> </ul>	<ul style="list-style-type: none"> <li>- Website &amp; social media content demonstrate the importance of diversity and that we are an inclusive organisation</li> <li>- Increase the diversity in young people interested in, and engaging with WM.</li> </ul>	<p>Ongoing - update images and content as required.</p>

Appendix – charging and remission policy (website)