Summary Equity Diversity & Inclusion (EDI) Strategy (2023-24)

Background

This is a summary of the EDI strategy for the Music Hub for Kent. The full strategy sets out detailed actions and timescales. The Inclusion Development Manager together with Senior Leadership Team have designed the following strategy for developing inclusive practice and embedding EDI into the heart of what we do. Whilst this strategy is overseen by the Inclusion Development Manager and Music Hub, actions will be undertaken by other Kent Music staff and partners to ensure its successful implementation.

Vision

The hub is eager to ensure that we raise awareness of the importance of Equality, Diversity, and Inclusion (EDI) within the music education sector, offering opportunities to access high quality training and continuing professional development (CPD), providing support to ensure an embedded approach to EDI within our organisation's culture and targeting areas where there is low engagement in music.

Mission

We recognise that making a difference requires systematic change and team effort - we will continue to identify where systems, policies and practices create barriers to equity in accessing music education – ensuring children and young people's needs and interests are at the heart of what we do.

We will keep ED&I at the heart of everything we do, whilst having a particular focus on the following areas:

- **Workforce Development and Leadership** (Kent Music's workforce and leadership, partners, policies, and processes are reflective of the communities we support.)

- **Programming** (Offer a wide range of learning journeys and ensuring our opportunities are relevant.)

- **Cold spots** (Kent Music strives to learn more about the challenges faced by CYP in accessing the arts, with a particular focus on ACE identified Priority Places and Levelling Up for Culture Places). We recognise that inclusive practice works best in collaboration and will work collectively with local and national organisations to continue to drive our EDI strategy.

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