

Kent Music - Equality, Diversity, and Inclusion Plan

Summary

Kent Music is the lead partner for the Music Hub for Kent, funded by Arts Council England. We provide creative and inspiring opportunities to children, young people, and music educators, supporting joined-up music education provision both within and outside of schools.

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.

Our commitment:

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

We outline here the initial priority steps that we will take towards achieving our long-term EDI goals:

- A regular EDI update on board agenda
- Form an EDI working group to develop and form the EDI plan
- Review recruitment and employment policies and practices
- Develop communication standards
- Work strategically to target specific geographical areas to diversify our offer

We recognise that inclusive practice works best in collaboration and look forward to working collectively with local and national organisations to continue to drive our EDI plan.