

# Coventry Music Equality, Diversity, and Inclusion (EDI) Policy



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## 1. Introduction

Coventry Music, as the lead organisation of the Coventry Music Hub, embeds equality, diversity, and inclusion into our values and strategy to provide music making accessible for all children and young people in Coventry and regionally alongside our strategic partners.

The policy will outline Coventry Music's commitment to deliver the following protected characteristics covered by the Public-Sector Equality Duty:

• age • disability • gender reassignment • marriage and civil partnership (but only in respect of eliminating unlawful discrimination) • pregnancy and maternity • race – this includes ethnic or national origins, colour, or nationality • religion or belief – this includes lack of belief • sex • sexual orientation (Equality Act 2010)

<https://www.legislation.gov.uk/ukpga/2010/15/section/4>

## 2. Coventry Music's Vision

Coventry Music ~~is~~ the major provider of music activity to children and young people across Coventry and deliver this in partnership with schools, partners, and regional arts organisations. Coventry Music strives to support schools, raise standards and to provide an inclusive, diverse, rich, and balanced programme along with opportunities for training and development.

We ensure high-quality teaching and learning across a wide variety of diverse styles and genres working with professional artists from many cultural backgrounds and provide high-profile performance opportunities which showcase talent, progression, and achievement.

Coventry Music statement <https://www.coventrymusichub.co.uk/>  
<https://www.coventrymusichub.co.uk/us?categoryId=10>

### 3. Our Promise

Coventry Music adheres to the principles set in Coventry City Council's Equality, Diversity, and Inclusion policy:

- Ensure that the letter and spirit of this policy acts as the foundation for all the Council's employment policies, procedures, and practices.
- Embed a systemic commitment to the principles of equality, diversity, and inclusion throughout the organisation.
- Provide an inclusive, safe, and accessible environment for all our employees and Hub partners.
- Strive through proactive action to recruit, retain, and develop a workforce that reflects the city's diverse communities and the people we serve.
- Actively promote equality, diversity & inclusion throughout the workplace.
- Ensure that we undertake an equality impact assessment on all the decisions we make relating to our workforce (including restructures) to minimise/ mitigate any adverse effects.
- Ensure that organisations providing services on our behalf through any commissioning process are aware of and adhere to this policy.
- Encourage colleagues to disclose their equality and diversity information to enable effective monitoring of the workforce.

Coventry City Council commitments <https://www.coventry.gov.uk/equality-diversity/equality-diversity-1/3>

#### 4. Coventry Music EDI Priorities

To provide our responsibility to improving equality, diversity and inclusion, Coventry Music will prioritise and action the following 5 areas:

1. **Self-Assessment** – Coventry Music to provide in-depth self-assessment exercise and skills audit for staff to establish individual priorities in relation to intersectional diversity and inclusion and to identify where there might be commonalities across Hub partners and regional Hubs.
2. **Workforce Development** – In line with the legislation outlined in section 3, Coventry Music will work in partnership further within the Music Hub to improve the development the diversity of the workforce delivering music across the city. By expanding on existing Arts Council England and Youth Music funded programmes, and other initiatives in the city with wider partnerships such as the Cultural Education Partnership, Coventry Music will develop individuals within community Hub organisations to broaden the skillset of individuals.
3. **Music Delivery** - Working closely with Hub partners to shape provision and models customed to the needs of young people within excluded communities to provide inclusive engagement and build relationships.
4. **Pathways** – Coventry Music commits to further the musical pathways within education by developing music industry opportunities in partnership with Hub organisations. By working closely with music conservatoires, universities, local youth organisations, recording studios, and live music and theatre venues, Coventry Music will create a programme to raise awareness to the next steps in the world of music.
5. **Youth Voice** – Coventry Music will seek youth representation from all communities to feed into the direction of the music Hub. Learning from our current youth lead projects Live Onstage and Positive Choices, Coventry music will assemble youth group representatives from schools, music centre groups, and youth organisations based in the community to share their voice to enhance strategic outcomes, consultation on funding targets to be met, and direction in the needs of young people in the city.

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## 6.5. Legislation

*It is unlawful for any education provider, including a private or independent provider, to discriminate between pupils on grounds of race, sex, disability, sexual orientation, gender reassignment, pregnancy and maternity, and religion or belief in admissions, access to benefits or services, exclusions, and in the employment of staff. There are some exceptions so as to allow for the maintenance of faith schools and single-sex schools; some disabled pupils and pupils with a statement of "special educational needs" may be segregated in special schools, and schools may temporarily or permanently exclude pupils for disciplinary reasons. (The Equality Act 2010)*

Coventry Music works in partnership with Coventry City Council, and our funding organisation, Arts Council England. We are committed to making improvements relating to Equity, Diversity, and Inclusion in line with the Department for Education and the National Plan for Music Education (NPME). For children and young people, the NPME highlights "the need to make sure that music opportunities are inclusive and accessible to all children, in particular pupils from disadvantaged backgrounds and pupils with SEND". Coventry Music will continue to provide our ongoing commitment to deliver in the outlined areas and extend the workforce to deliver a broadened musical experience. Please follow the links:

Coventry City Council EDI Policy <https://www.coventry.gov.uk/diversity-inclusion/workforce-equality-diversity-inclusion-policy>

Department for Education EDI Policy <https://www.gov.uk/government/organisations/department-for-education/about/equality-and-diversity>

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## **7.6. Roles & Responsibilities of Leadership**

*One Coventry is a way of working that enables us to focus on the things that people value most of all, helping us to make the biggest possible impact on the lives of local people.*

*Our One Coventry approach focuses on enabling people to live their best lives in a vibrant and prosperous city.  
– One Coventry Plan*

**Coventry Music leadership team will implement the One Coventry Plan which includes values and behaviours for our organisation to apply to our delivery within the public sector. Annual appraisals with employees will embed the core behaviours that include responsibilities to EDI. In addition to, Leadership will be accountable for the following:**

- Lead on and be responsible for the implementation and monitoring of the policy, ensuring that all employees working in their service areas and in their teams attend relevant training and understand their responsibilities.
- Take ownership for creating a working environment for their service areas and for their team members which is free from discrimination, including harassment, bullying, victimisation and all other forms of abuse and intimidation.
- Effectively manage and deal promptly and thoroughly with any complaints of discrimination including harassment, bullying and victimisation.
- Deal promptly with complaints of discrimination and inequality, ensuring thorough investigation and appropriate follow-up actions.

**To maintain EDI rooted into Coventry Music's values, Leaders and employees will follow the strategy set within Coventry City Council's Workforce Diversity & Inclusion Strategy. The strategy can be found here, <https://edemocracy.coventry.gov.uk/documents/s51397/Appendix.pdf>**

## **8.7. Roles & Responsibilities of Workforce**

**Expectations of the Coventry Music workforce are as follows:**

- Ensure that they understand the policy and its implications for them as an employee and attend relevant training.
- Not discriminate against, harass, abuse, intimidate, victimise, or bully colleagues, service users or visitors to Council premises, workplaces, venues, and education settings.
- Take immediate and appropriate action if there are apparent breaches of this policy involving either themselves or others.

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## ~~9. Review & Monitoring~~

~~Coventry Music EDI Policy will be reviewed annually after publication date of December 2022~~

### ~~10.8. Partnerships~~

- Armonico Consort
- Avant Academy
- Arts Council England
- Caribbean Association
- City of Culture Trust
- Conductive Music
- Coventry Cathedral
- Coventry Corps of Drums
- Coventry University
- Creative Optimistic Visions
- Drake Music
- Media Mania
- Midlands Arts Centre (MAC)
- Open Orchestra
- Orchestra of the Swan
- Positive Youth Foundation
- Quench Arts
- Royal Birmingham Conservatoire (Birmingham City University)
- Talking Birds
- The Tin Music and Arts
- Warwick Arts Centre
- Wild Earth Coventry

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## **11.10. BIBLIOGRAPHY**

Equality Act 2010 <https://www.legislation.gov.uk/ukpga/2010/15/contents>

Public Sector Equality Duty <https://www.legislation.gov.uk/ukpga/2010/15/section/4>

One Coventry Plan

<https://letstalk.coventry.gov.uk/onecoventryplan#:~:text=One%20Coventry%20is%20a%20way,a%20vibrant%20and%20prosperous%20city.>

Coventry Music Hub <https://www.coventrymusicclub.co.uk/>

Coventry City Council Equality and Diversity Commitments <https://www.coventry.gov.uk/equality-diversity/equality-diversity-1/3>

Youth Music Equality, Diversity, and Inclusion Tool <https://network.youthmusic.org.uk/how-do-i-know-how-i%E2%80%99m-doing-equality-diversity-and-inclusion-tool>

Coventry City Council EDI Policy <https://www.coventry.gov.uk/diversity-inclusion/workforce-equality-diversity-inclusion-policy>

Department for Education EDI Policy <https://www.gov.uk/government/organisations/department-for-education/about/equality-and-diversity>

Coventry City Council's EDI Strategy <https://edemocracy.coventry.gov.uk/documents/s51397/Appendix.pdf>

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