



Hillingdon Music Service Inclusion Strategy

Hillingdon Music Service is committed to delivering accessible and relevant services, and equality in employment to ensure fairness and inclusion for all.

Strategic Priorities

1. To ensure that Hillingdon Music Service has the cultural policies and practices in place to support an inclusive service provision and reflects Hillingdon's diverse communities.
2. To increase the diversity of children who are engaging with the HMS so that this more representative of Hillingdon Communities. (Including but not exclusively Children in Care, ADS.)

Action Plan for Strategic Priority 1

- Undertake an Equality Impact Assessment of the service.
- Development core Staff Awareness of EDI
- Collect data on the children and young people accessing the service.
- Investigate and understand the barriers to participation.
- Audit the skills and diversity of the workforce
- Develop and understanding of the action required to encourage participation
- Develop a culturally competent service
- Work with the council's Equality and Wellbeing Manager for advice
- Research the CPD opportunities offered through the council and Music Mark

Action Plan for Strategic Priority 2

- Work with other council services in the borough
- Develop an awareness of the community groups operating in Hillingdon
- Improve representation of disabled children in ensembles
- Diversifying engagement channels