

Love Music Trust

Equity, Diversity and Inclusion Policy for the Cheshire and Wirral Music Hub

- Purpose:** To ensure that the intention to provide services that reach and meet the needs of all children in Cheshire and Wirral are reflected in practice and strategic thinking. To ensure that the hub's intention to employ/contract is a model of good practice.
- Aims:** To remove all barriers that young people may face throughout their musical journey. To transform progression pathways and build a more diverse staff fostering inclusive working cultures that provide sustainable music making for all. To eliminate discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between people with differing characteristics.

The Love Music Trust (HLO) believes that access to music education should be available to, and accessible by, all children. We therefore strive to promote fair and equal access to music education through all that we do and to create opportunities for every child to engage with music both now and in their future. We believe that a high quality, diverse and innovative musical offer gives children and young people the greatest opportunity to find the pathway through music education which is right for them. We work with partner schools, ensembles and organisations to connect music education with the cultural landscape across Cheshire and the Wirral. Quite simply we aim to change children's lives through music.

We are committed to recognising the different communities in Cheshire and the Wirral through the services that we deliver. We understand that our reputation is founded on our ability to meet the needs of our diverse customers and the different communities that we serve.

In order to achieve this, we seek to promote justice, impartiality and fairness within our procedures, processes and distribution of resources.

What we aim to do

Service delivery by the Love Music Trust (LMT)

- Ensure that services are fair, relevant and accessible to our population
- Ensure that, whenever possible, all buildings in which services are delivered are accessible
- Regularly consult widely with all our stakeholders to inform the development of services
- Monitor and review services and policies regularly to ensure that our intentions are reflected in practice
- Provide interpreting and translation when appropriate

LMT and partner teams

- Encourage all staff, tutors, music directors and mentors to reach their potential, recognising that resources are not infinite
- Deliver fair treatment in employment and contractor engagement, working conditions and career development opportunities

- Create a working environment free from discrimination and harassment
- Ensure that our recruitment processes are fair

Current focus

- Work in partnership with schools, partner organisations and parents to drive sustainable change
- Examine our staff and tutor diversity to enable us to address gaps in representation of our demographics and work towards equity and diversity at all levels of our organisation
- Confront assumptions made about whose voices are most valued in music education while involving those from under-represented groups
- Ensuring that the views of young people are heard through student representation on our steering group (shown in the steering group terms of reference) and through student membership of the RNCM sponsored specialist music course at Sandbach School being represented at regular meetings of the RNCM Youth Council.
- Empower and support staff and tutors to be positive role models for equity and diversity
- Understand the impact of our work on all members of our community to ensure equity and inclusion
- Ensure that EDI is included in CPD and that it is embedded in induction processes

Please also see the appendices below.

Feedback on this policy is always welcome.

Complaints with regard to this policy will be dealt with via the LMT board of Trustees.

This policy will be regularly reviewed.

Policy approved by the Board of Trustees:

Signed:



Dr Mark Humphreys, Chair Love Music Trust
March 2025

Next routine review: March 2027

Appendix 1: SMART targets for the period 2025-2027

1. To ensure equity of access to ensembles for all children in Cheshire and Wirral	
Specific Target	Identify gaps in the geographic provision of ensembles and formulate plans to remedy them.
Measure(s)	Production of a map detailing the provision of ensembles throughout Cheshire and Wirral. Formulation of an action plan to improve this provision as required.
Achievability	Medium high
Relevance	High
Timing	Audit of the current provision by May 2025 Completion of mapping of ensembles by July 2025 Formulation of action plan by October 2025

2. To ensure that the demographic makeup of those involved in overseeing, managing and delivering the work for the Cheshire and Wirral Music Hub reflects, to the greatest degree possible, the diversity of the population of Cheshire and Wirral.	
Specific Target	To work towards having a HLO Board, staff and contractor demographic profile that matches that of the wider population of Cheshire and Wirral.
Measure(s)	Biannual audit of trustees, staff and contractors.
Achievability	Medium
Relevance	High
Timing	When opportunity arises, supported by appropriate policies and strategies for trustees, staff and contractor recruitment

3. To ensure that EDI is a factor in the development of all organisational policies, strategies and delivery.	
Specific Target	To embed EDI values in all that we do
Measure(s)	Factors affecting EDI are routinely considered in every aspect of the organisation's work.
Achievability	High
Relevance	High
Timing	All LMT trustees, staff and tutors have completed further EDI training by October 2025. The need for further development to be assessed in the light of the degree to which EDI values are demonstrated within the organisation (timing ongoing)

Appendix 2: What happens if something goes wrong?

As HLO, the Love Music Trust is committed to supporting the education and development of its people and those whom it serves. Accordingly, actions or behaviours that are or tend towards being contrary to the intent of the EDI policy will be treated with a high level of seriousness within the organisation. Dealing with such a problem would always involve a senior member of the management team and would follow the Trust's Staff and Contractor Discipline Policy. Consideration will always be given to ways of setting right any injustice or hurt caused by contravention of the policy. Complaints will be dealt with in accordance with the LMT complaints policy.

Appendix 3: Inclusion Lead

The Love Music Trust has appointed Sally Mace as the Inclusion Lead for the HLO. She is a member of the LMT management team with the additional role of Primary Curriculum Advisor for Cheshire East.

The roll of Equality, Diversity, and Inclusion (EDI) Lead is to provide hub-wide leadership and management of all aspects of the Hub's EDI vision and strategy. The role provides focus, leadership, and expertise on EDI across the Hub, working with key stakeholders at senior levels internally and externally, and supports to develop and embed youth voice and engagement with EDI initiatives and action plans to deliver successful outcomes.

The EDI Lead Officer provides specialist information, advice, and guidance on all aspects of EDI as they apply to staff, tutors, partners, and children and young people.

The post supports the co-ordination the Hub's EDI policy and strategy and makes recommendations in liaison with the HLO Director.

Appendix 4: Remissions

Remissions (LMT Cheshire East)

	Cared for Children (C4C)	Pupil Premium (PP)	Others
Ensemble membership	100% remission (free)	70% remission	No remission
Instrument hire	Monthly hire reduced from £7 to £1		£7 per month
Tuition	100% remission (free)	50% remission (some schools opt to reduce the balance of payment further)	No remission

Annex 1 – Equity, Diversity and Inclusion in Cheshire West, Chester and Wirral

In Cheshire West and Chester, and Wirral, School partners provide tuition, ensembles and other musical activities for young people, supported by the ACE Revenue Grant. As such, they are responsible for championing Equity Diversity and Inclusion in all it does in relation to the ACE revenue grant, aiming to remove all barriers that young people may face throughout their musical journey.