



# **Bradford Music Education Hub Inclusive Music Strategy Review**

**Published August 2022**

**6<sup>th</sup> Month Review date: February 2023**

**Annual Review date: August 2023**

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## Contextual Statement

Bradford Music & Arts Service, as lead organisation for the Bradford Music Education Hub, remains committed in delivering inclusive musical opportunities to the children of the Bradford District. Our Inclusive Music Strategy is available to view online at [Policy Documents - Bradford Music Education Hub \(bradfordmusiconline.co.uk\)](https://bradfordmusiconline.co.uk) and was due to commence its initial four year delivery phase in September 2020 and was interrupted due to the national restrictions in place during the Covid 19 pandemic.

Although the timescale has now become disjointed in the implementation of our Annual Strategic Points, they form an integral part of our service wide planning and are RAG rated below to inform of our next steps. Although they are no longer being addressed in order, they are been addressed as appropriate in the current landscape of education in Bradford.

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### Year 1 Strategic Points Review

	Strategic Point	Completed/pending June 21	Completed/pending Jan 22	Action
1.	Continue involvement with the West Yorkshire inclusion strategy group on a termly basis	Completed. HoS continue to meet to plan and implement Inclusion Strategy.	Completed. HoS submitted successful bid to Youth Music for INTEGRATE project.	Continue engagement
2.	Inclusion to be standing item at hub meetings	Pending – is now appearing as monthly standing item in staff meetings. Also on Terms of Reference for Hub Board meetings as an agenda item	Hub Board – completed SLT – yes frequent conversation around inclusion Admin – where appropriate Network – ongoing development required	SLT - Add to Admin, SLT and Network meetings in an appropriate manner <hr/> Network meetings are termly so will take longer to embed
3.	Develop a statement of inclusive values and practices to embed with inclusion workers and funded partners	Pending for meeting on 13 <sup>th</sup> July with staff 'Inclusion champions'	In progress. IO drafted first version following staff discussions	IO - Holds meeting and decide on statement of values ---HOS to meet for West Yorkshire inclusion statement. HoS to send Jam board
4.	Disseminate a short document on inclusive working in mainstream schools	Incomplete	Incomplete	Once Statement of values generated, use to create short doc Assistant Head Curric to link to schools
5.	Recruitment of part-time inclusion officer	Inclusion Officer in place – time allocation etc.	Complete. Further time acquired in association	HoS to ensure time and payroll adjustments

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		Currently linked to AYM funded day.	with INTEGRATE project	
6.	All hub staff to have had induction/ training in musical inclusion	2 CPD session delivered by Phil Mullen, plus VIP training in July.		Ongoing with the view that future training will have share inclusive values.
7.	Liaise with PRU/ EBD unit head teachers and coordinators of in-school inclusion units	Pending	Inclusion project (INTEGRATE) now being delivered in one PRU. Further conversations with HoS/Virtual School/YYM in progress	HoS link to head teachers of PRU settings.
8.	Consult with young people who have had fixed term or permanent exclusions as to what they would want in music	Outstanding	Complete HB interviewed pupils accessing INTEGRATE at Pru setting	HB to also interview Pru pupils during INTEGRATE Pupils for honest answers
9.	Engage in discussions and planning with Youth Offending Team (YOT)	CW linking with CB and RB and YYM regarding YOT Music Project	Project not going ahead. Conversations now in place with Virtual School to pick this up	Delayed due to Jan lockdown, meeting pending for September start. HoS to pick back up with Virtual Schools and YYM
10.	Develop statement of values / Inclusion manifesto	HoS – being discussed at West Yorkshire level, last meeting postponed. On next agenda	HoS – being discussed at WY level, last meeting postponed. On next agenda  IO drafted first versions	HoS to chase
11.	Develop inclusion working party	Complete		Continue to engage working party to develop offer post INTEGRATE

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12.	Offer targeted volunteering / shadowing opportunities to BAME and also disabled musicians	Outstanding. Potential link to hearing impaired teacher.	Outstanding  Key note speaker for Annual conference identifies as disabled musician  Professional hearing impaired musician employed to deliver CPD  BAME apprentice supported INTEGRATE project through partner organisation	Continue to actively utilise skills sets within the community, particularly those from a BAME or disabled background
13.	Develop short inclusion CPD programme	CPD linked to INTEGRATE project plus additional work on child centre learning (AYM teacher forums)	2022 Annual Music Education Conference theme is Musical Inclusion including multiple inclusive workshops. Music & the Deaf CPD delivered in Primary Network meeting.	Continue to provide Inclusion based CPD
14.	Identify musicians / students / teachers with future potential – offer shadowing, training and network opportunities	Ongoing – staff identified and will continue to do so		Ongoing and embedded in service
15.	Analyse skills and shortfalls existing within the workforce	Complete and informing direction and training		Ongoing assessment and deployment of appropriate CPD.

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16.	Have dialogue with special schools and other stakeholders about refreshing SEND programme	IO and MAS staff working on. Establishing SEND network	SMEP Audit for SEND schools refreshed.	Ongoing. AHoS to target SEND network meetings  Hos and AHoS to discuss Schools Prom provision with SEND music lead
17.	Pilot small group SEND projects in 2 mainstream schools	Signing choir Music and the Deaf Work with Oasis academy		Review periodically and look for additional project work
18.	Research different models of inclusive ensemble	Pending	MATD delivering 3 signing choirs and additional support for brass provision. INTEGRATE operating in 4 settings. PMAT project work running.	MEH SLT to review provision and establish additional route for inclusive music. <hr/> SLT attended Music Mark Conference 2022 with examples of good practice. Further research with Open Orchestra and Jessie's Fund.
19.	Refresh system for data collection	Pending	HoS gained support from LA to refresh data collection from school through online portal/school census. Further procurement work in progress on updating MEH data service from Paritor	HoS/SLT to review during Data Return collection and with a view to evaluating effectiveness of Paritor to manage the data required. <hr/> In progress, under council procurement at present.  Addition data requested through UPN data for annual data return to reflect ethnicity, gender, PP, SEND etc across all

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				HUB provision to identify gaps and to act as a driver for service SMART targets.
20.	Survey young people and stakeholders on their perceptions of inclusiveness and relevance of hub	Pending	Complete. IO surveyed new FT pupils, INTEGRATE pupils, PMAT pupils. Music Centre pupils to do	Complete
21.	Review website and social media communications	In progress	New admin in place, refresh of social media and website ongoing – big piece of work. Website reviewed for accessibility and scores highly	Complete
22.	Refresh offers to schools to emphasise inclusion	Buy Back information currently under review for March launch.	To be addressed in 2021-22  SLT to review and action	Ongoing due to staffing restrictions. HoS to review.  WCET information refreshed and document disseminated to schools to emphasises inclusive practices in all provision.
23.	Adapt Youth Music's Quality Framework with a view to it becoming a standard for monitoring and evaluating the quality of inclusive work	Evaluated and hub practices reflect the contents of YM Quality Framework and will be used moving forwards		
24.	Decide which groups of CCC to prioritise in terms of reaching natural proportion	Next cohort of AYM pupils will be selected using natural proportion techniques and		

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		will be a pilot scheme in how to realise natural proportion		
25.	Critically examine all newly developed work with CCC for sustainability and barrier busting	YM INTEGRATE will use robust evaluation processes. AYM new cohort using AYM evaluation process and MEH linked with AYM for success and failure.	Evaluation process in place for Furthering Talent, INTEGRATE and baseline assessment complete in all settings.	IO to meet with AHoC to create action plan for Music Centres to identify barriers and address
26.	Build relationships, foster a network around South Asian Music provision	Outstanding	HoS met with SAA UK to identify local practitioners. None in the area. Further conversation with Kala Sangam in progress and with Dhol practitioner at Leeds Artforms. Call out through steering group	HoS developed network links, appropriate individuals to approach still outstanding.
27.	Offer volunteering / training and shadowing opportunities to South Asian music practitioners	Outstanding	See above	HoS to develop once individuals are identified.
28.	Fundraise for South Asian Music education programme	Outstanding	Outstanding	See Above
29.	Survey children, parents and teachers in at least 3 areas of deprivation in Bradford	Prestley MAT, Merlin Top, Fearnville, Horton Park/Grange	IO surveyed pupils within PMAT.	IO to extend surveys to wider appropriate audience.

## Year 2 Strategic Points Review

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	<b>Strategic Point</b>	<b>Completed/pending September 2022</b>	<b>Completed/pending February 2023</b>	<b>Action</b>
1.	Embed inclusion processes across hub	Music centre invitation process trialled for Jigsaw group and taken forward for September recruitment process.	Inclusion question included at interview for all staff recruitment. Staff and Steering EDI monitoring baseline assessed use ACE criteria and SMART targets for development. Staff PM addressing natural proportion in pupils receiving provision. Annual data gathering now assesses wider fields including ethnicity and deprivations data.	All staff – continue to monitor processes and flag in staff meetings any areas that need wider development Continue to identify areas for embedding inclusion. Sustain additional points.
2.	Offer inclusion induction / training to all partners and to music specialists in Bradford	All partners invited to attend annual Music Education Conference in March 2022	All partners invited to attend annual Music Education Conference in March 2023	Continue to provide opportunities and share invitations accordingly
3.	Develop on-line inclusion training		Inclusion included in face to face CPD provision. Decision made to sustain face to face over on-line following feedback from CPD delegates.	AHoS to investigate appropriate options and apply to staff and area CPD.
4.	Inclusion induction/training to be a requirement for any organisations financially supported by the hub			Not relevant as the hub currently does not provide financial support for other organisations.

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5.	Beginner taster programme with YOT		HoS agreed with Virtual School/YYM/All Stars pathway for interested CCC. Currently awaiting signup via social services network	HoS to link CCC with partner organisation and funding where required.
6.	Develop cross-regional (cross-hub) training programme in music with children with SEMHD		To be discussed at the next IO meeting March 2023	IO to feedback to HoS
7.	All partners take on responsibility to: A. Provide data on who is engaged B. Have clear progression routes provided to all participants C. Ensure all of their teams undertake some inclusion training		HoS to revise Partner invitation/acceptance letter to include inclusion training and practice from April 2023 for new and renewed partnership agreements.	Bradford MEH does not utilise partners for deliver front line provision.  HoS to revise Partner invitation/acceptance letter to include inclusion training and practice.
8.	Inclusion working party to have some developed funding	Background research for a charitable arm completed. Outreach to parents for a support group complete and initial meeting set up in Sep 22 to begin the process	Meeting scheduled for 15 <sup>th</sup> March to finalise board of trustees. Basic fund raising through parents groups started Dec 22 and plans for continuation.	Establish board of trustees and make application to register as charity <hr/> Next steps to obtain charity status and meet with AYM Fundraiser Manager.
9.	Begin region wide training and induction programme – target BAME and disabled musicians		Baseline assessment of staff and Steering group EDI data and MEH Smart targets aligned. New	HoS to liaise with WY HoS and action <hr/> HoS to explore additional and existing partnerships in order to authentically

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			partnerships being developed linked to 2025 and should help to identify local representation and workforce.	deliver non-western classical music traditions or adaptive instrumentation
10.	Launch music tech education team	HoS investigated potential for additional staffing to support. Feelers to appropriate partners for music tech support	MAS teacher steering group underway. IO and HoS in discussion with WY MEHs for further INTEGRATE project (?)	HoS to seek advert approval
11.	Expand and develop Jigsaw model inclusive ensemble	Jigsaw ensemble recruitment revised and successful event in July 22. PMAT ensemble established and under review	PMAT model working with increases success with plans for performance at School's Prom 23.	Jigsaw to be weekly with inclusive choir attached. PMAT provision revised to during school day provision to ensure open access. AHoS to review and seek further opportunities for inclusive ensemble provision. Can PMAT model be replicated?
12.	Regular weekly instrumental teaching in two SEND schools	Weekly provision for individual lessons and whole class provision in 3 SEND settings running in 2022-23	Ongoing	
13.	Make decision on whether inclusion will be based on aiming for natural proportion for all groups of children in challenging circumstances	Decision confirmed that natural proportion is the driver. Data return analysis extended to review annually, Furthering Talent additional	Natural proportion embedded into service wide performance management target and SMART targets	HoS to align SMART targets to natural proportion.

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		places allocated against natural proportion criteria.		
14.	Trial data collation, analysis and dissemination	As per .13		
15.	Update websites and social media	Complete		
16.	Encourage the use of the Quality Framework	Used where appropriate (e.g. Furthering Talent and INTEGRATE – YM funded)		
17.	Set goals in relation to natural proportion for some groups	Additional 30 Furthering Talent placements based on natural proportion	As per point 13. Staff tasked with consideration of how they can influence natural proportion within service provision.	HoS to align Service targets to match natural proportion data using UPN data analysis as starting point. <hr/> To be reviewed on 2023 data collection
18.	All Hub partners should provide clear progression and also in most cases integration pathways if seeking funding or other support			<b>N/A</b>
19.	Mentoring programme for ensemble or music school leaders for barrier busting	Potential to be linked to lead school provision as a part of NPME	AHoC to provide opportunities in network meetings for best practice sharing for barrier busting and links to development plans. Link to SMEP audit process and deep dives, how are CCC catered for?	HoS to link to application process. CPD provision as a part of Music Education Conference <hr/> HoS/AHoC reviewed SMEP process to include development planning and how CC are provided with opportunities.

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20.	Ideally would now have open access creative music making project / ensemble in at least one music centre			IO and AHoS to review and implement by July 2023
21.	South Asian music ensemble developed	See point Year 1 26	Project based work with BollywoodBrass Progression Project linked 1 primary with others as a massed ensemble with South Asian Music at it's heart. HoS in discussion with providers for further work focussed within the district	Hos and IO to assess against natural proportion and align to appropriate provision
22.	Offer training on South Asian music to school music teachers and hub music leaders	See point Year 1 26	See Point 22. Discussion with HoS and providers and includes CPD for MAS and school staff.	HoS and IO to assess against natural proportion and align to appropriate provision
23.	Half term and term long pilot programmes to be developed in at least two areas of economic deprivation	Mulitacadmey trust project in BD8 running for 1 Year and booked for a future year minimum.  Further project planned with Keighley Linking Schools network developed with Sam Dunkley to be rolled out in 2022-23.	Running on a half termly based and integrated into School's Prom  Date in March now set for first delivery.	Review and extend accordingly
24.	Initiate weekly music programmes in Bradford PRUs	INTEGRATE project in 2021-22 included access for Bradford AP Pru. Further	Ongoing planning discussions to align with YM expression of	HoS to meet with WY HoS to make YM funding

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		funding being sort to extend project provision	interest in May. Some interruptions expected due to ACE MEH reinvestment programme.	application in Autumn term 2022.
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### Year 3 Strategic Points Review

	Strategic Point	Completed/pending June 21	Completed/pending Jan 22	Action
1.	Expand induction / training to generalist teachers			
2.	Move to weekly programmes with young offenders			
3.	Set clear criteria for success of young offenders programme			
4.	Re-run SEMHD training programme			
5.	Inclusion working party to support youth representatives to develop inclusion festival			
6.	Existing networks, advisory groups and boards will be reviewed and if appropriate expanded			
7.	Establish educational programme and team			

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	<b>foregrounding music of black origin</b>			
8.	<b>Grime and related genres should be part of the Hub's offer</b>			
9.	<b>Expand SEND programme in special schools</b>			
10.	<b>Develop pilot SEND groups in 2 mainstream schools</b>			
11.	<b>Collect, collate and analyse data with goals in mind. Find 'barrier flashpoints' and trial activities in some of these to reduce the barrier</b>			
12.	<b>Develop an inclusion based festival</b>			
13.	<b>Natural proportion goals reviewed and strategy adapted if appropriate</b>			
14.	<b>Roll out creative music centre programmes</b>			
15.	<b>Do test case planning for progression routes for all categories of CCC</b>			
16.	<b>Create awards programme for young people</b>			
17.	<b>Development of South Asian music teaching resource</b>			

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18.	<b>Develop regional team of South Asian music teachers</b>			
19.	<b>Begin South Asian weekly programmes in school</b>			
20.	<b>Two or more programmes in areas of deprivation rolled out throughout the year and at least two more pilots with other CCC groups or in other areas</b>			
21.	<b>Mentoring offered to young artists or bands wishing to take things to the next stage</b>			
22.	<b>Pilot weekly work with some young people who have had fixed term exclusions</b>			

#### Year 4 Strategic Points Review

	<b>Strategic Point</b>	<b>Completed/pending June 21</b>	<b>Completed/pending Jan 22</b>	<b>Action</b>
1.	<b>Hub should be now also working with those who have had fixed term exclusions, with young people in inclusion units within mainstream schools, and also with</b>			

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	<b>CAMHS or similar agencies</b>			
2.	<b>Review strategy and adapt where appropriate</b>			
3.	<b>Rollout SEND mainstream school programme to 4 schools</b>			
4.	<b>Survey young people and stakeholders on their perceptions of inclusiveness and relevance of hub and compare with Year 1 survey</b>			
5.	<b>Hold South Asian music festival and conference</b>			
6.	<b>One-day festival of youth music</b>			
7.	<b>Review numbers, retention and achievements and adjust strategy accordingly</b>			

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