

At the beginning of 2019 Surrey Arts was a large, well established music education service serving 400 schools. We knew that our workforce lacked diversity, our musical offer disproportionately emphasised western classical music, and our participants did not nearly represent the diverse population of young people in Surrey. We knew that we had a well established inclusion programme, but its activities were isolated and separate from our mainstream offer. Surrey Arts recognised the need to develop a fully inclusive, universal music education offer.

The image below represents key points on our journey from 2019 to present day.



KEY LEARNING

- Devote time and space for a dialogue to develop across all staff, with all areas of the service involved
- Develop ‘house rules’ that allow space for issues that may be sensitive and emotive to be fully explored in a safe environment
- Allocate budget to allow key initiatives to be developed eg staff time, outside expertise, resources and projects
- Establish a comprehensive data strategy to understand and monitor the profile of staff and participants
- Ensure a plan of action or strategy is created with clear accountabilities and timeframes
- Be open to feedback along the way and don’t be afraid of changing direction
- Give people licence and support to test new initiatives, take risks and challenge us!
- Know when to change expectations so that all staff become accountable for the change process
- Be open to accepting help and bringing in other people with the expertise needed

Understand that the work is never finished and we still have a long way to go!