

ROYAL GREENWICH



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# ROYAL GREENWICH MUSIC SERVICE

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Inclusion Strategy 2023-2024



**Contents**

Introduction.....2

Our commitment to Inclusion .....2

Our legal responsibilities.....2

How we will ensure the inclusion policy is carried out.....3

Fostering good relations.....3

Equality and Inclusion objectives 2023-24.....3

Compliance monitoring .....3

Who is responsible for the policy? .....3

## Introduction

In music, inclusivity means enabling all children and young people to participate fully, regardless of their background or needs. It involves embracing diverse genres and styles, supporting social and personal growth alongside musical development, and having a workforce that can cater to individuals with different backgrounds and interests.

Similarly, in the workplace, an inclusive culture values diversity and ensures that every individual feels a sense of belonging. This means offering equal opportunities to everyone, irrespective of their background or identity.

Our aim is to create an environment where individuals of diverse backgrounds feel valued, respected, and welcome, proactively challenging barriers to inclusivity. Providing regular diversity and inclusion training for employees to ensure that knowledge is up to date, including unconscious bias awareness training, and fostering an inclusive approach to both our individual and collective practices.

## Our commitment to Inclusion

The Royal Greenwich Music Service is firmly committed to tackling discrimination and promoting equality of opportunity and good community relations.

Our commitment applies to all areas of our work including service provision and commissioning, employment and regulation. We will work with schools, families, the local community and our partners to achieve our objectives. We believe that the diversity of Royal Greenwich is one of our greatest assets and should be celebrated and valued.

Our inclusion policy sets out our key commitments and identifies who is responsible for ensuring they are implemented.

## Our legal responsibilities

As part of the Royal Borough of Greenwich, RGMS is required by the general public sector duty of the Equality Act 2010 to "have due regard to the need to":

1. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. advance equality of opportunity between people who share a protected characteristic and those who do not.
3. foster good relations between people who share a protected characteristic and those who do not.

The duty applies in respect of:

1. age
2. disability
3. race
4. sex
5. religion or belief
6. sexual orientation
7. gender reassignment
8. pregnancy and maternity
9. marriage and civil partnership (employment only).

## How we will ensure the inclusion policy is carried out

We will seek to:

1. ensure that equality and inclusion is fully integrated into mainstream service planning, commissioning, management and delivery.
2. carry out equality and inclusion impact assessments on all relevant key decisions.
3. monitor services and employment by equality and inclusion criteria.
4. publish specific and measurable equality and inclusion objectives.
5. publish information showing how we have complied with our legal responsibilities.
6. provide training and information for our staff to ensure they are aware of the policy and able to apply it when carrying out their duties.
7. consult with stakeholders where appropriate.

## Fostering good relations

To "foster good relations between people who share a relevant protected characteristic and people who do not share it", the RGMS will use positive images and report positive stories in our publications:

1. implement policies to support community cohesion through community engagement and cultural activities.
2. work closely with partner organisations in all sectors.

## Equality and Inclusion objectives 2023-24

3. Ensuring that equalities and inclusion policies and procedures are applied consistently and sensitively across RGMS.
4. Make sure our workforce is representative of the wider population and report on how well we are achieving this.
5. Ensure that senior management take the lead in promoting equality and inclusion and embed it across the organisation through their own model behaviour.
6. Encouraging knowledge and resource sharing by removing silos within the organisation and supporting our staff and most vulnerable families to achieve their best.
7. Improving and developing our services through feedback, to make sure family's needs are better met, with a focus on those with protected characteristics.
8. Ensuring that managers receive training to make sure disabled staff (including those with invisible disabilities) are supported in their roles and career development, and better understanding is promoted.

## Compliance monitoring

Each year the RGMS will publish information demonstrating how it has complied with the equality and inclusion duties.

## Who is responsible for the policy?

The Royal Borough of Greenwich's Cabinet has overall responsibility for ensuring that adequate resources are provided for its implementation.

### Management

1. The Royal Greenwich Music Service Management Team has responsibility for overseeing implementation of the policy and monitoring progress.
2. Managers are responsible for ensuring that all aspects of their services comply with the policy.

**Staff**

1. All RGMS employees are required to ensure fairness towards colleagues, families and Children and Young People and other members of the community in carrying out their duties.
2. Staff should help to promote the policy in all aspects of service delivery and work towards the elimination of discrimination.
3. Staff have a duty to report instances of discrimination to their manager at the earliest opportunity so that appropriate action can be taken to remedy the situation.

**Partners**

RGMS requires that those who provide services in partnership with or on its behalf, ensure that their service provision and employment practices are consistent with the policy.