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**Evidencing how Music Education Hubs are becoming more inclusive**

The following indicators and evidence sources will help Music Education Hubs to track and evidence the ways in which they are becoming more inclusive.

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| **Indicator** | **Evidence sources** |
| The Music Education Hub sees musical inclusion as a priority | Minutes of Hub meetings |
| Hub policy and strategy documents (e.g. business plan, inclusion strategies, fee remission policies) |
| Analysis of participant demographic data |
| Comparison of year-on-year budgets supporting inclusion activities |
| There is an increase in the sustained engagement in music education of groups of young people who previously did not participate | Participation records, enabling comparison with previous participation levels |
| Feedback from tutors and Hub partners |
| The Music Education Hub provides a greater range of accessible music making opportunities (e.g. accessible locations (including online), transport provided, cost barriers removed, inclusive ensembles etc.) | Schedules of Hub activities, enabling comparison with previous provision  |
| Feedback from teachers and Hub partners |
| The Music Education Hub provides a greater range of diverse music making opportunities | Schedules of Hub activities, enabling comparison with previous provision |
| Feedback from teachers and Hub partners |
| The Music Education Hub provides new progression routes for children and young people which give opportunities to move between activities and organisations | Minutes of Hub meetings |
| Agreements with Hub partners and other music education providers  |
| Feedback from teachers and Hub partners  |
| The Hub lead organisation and key staff have an increased understanding of inclusion and are better able to support it | Self assessment by key staff and management of Hub lead organisation |
| Feedback from inclusion partner(s) |
| Inclusive practice is embedded in the Hub’s delivery work | Hub procedural documents e.g. job descriptions, lesson plans, appraisal documents.  |
| Hub quality assurance documents, e.g. quality framework, practice observation records. |

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| **Indicator** | **Evidence sources** |
| Inclusive practice is embedded in the Hub’s CPD offer | INSET records |
| Annual CPD schedule of activity |
| Increasing representation within workforce and/or governance of groups that experience or support exclusion | Business plan |
| List of hub partners, enabling comparison with previous |
| Annual analysis of workforce demographics |
| Increasing representation within partnerships of people or organisations that support inclusion | Partnership agreements |
| List of hub partners, enabling comparison with previous |
| Higher numbers and diversity of young people involved in youth voice and participation activities | Participation records, enabling comparison with previous participation levels |
| Schedule of annual youth voice and participation activity, enabling comparison with previous year |