

Sistema Scotland – Anti-Racism Impact Statement and Action Plan as at 7.11.22

Background and progress to date:

Sistema Scotland established an Anti-Racism workgroup in July 2020 with representatives from all Big Noise centres, the central Sistema Scotland team, the Board and (more recently) external input from Roger Wilson of Black Lives in Music. We recognise that addressing issues of anti-racism is challenging, can be uncomfortable and that it represents a journey of learning and understanding.

As Maya Angelou said:

“Do the best you can until you know better. Then when you know better, do better”.

In order to ‘know better’ the workgroup has explored a range of anti-racism topics in a ‘safe and brave space’ and, in each case, has started to explore and address actions so that, as an organisation, we ‘do better’. Topics include: the curriculum and establishing a system for ensuring a diverse and multi-cultural range of approved, anti-racist repertoire; reviewing HR systems and recruitment practices to encourage a greater diversity of staff and volunteers; the collection of data on ethnicity of our staff and participants so we can monitor changes in diversity; training in anti-racism best practices. All staff have received training in anti-racism in recent Training & Development weeks. The workgroup has certainly not found all the answers but aims to guide the organisation to make positive steps towards being actively anti-racist.

After over 20 meetings the workgroup proposes the following **Anti-Racism Impact Statement** for adoption by the wider organisation. A separate **Action Plan** identifies the nine areas of focus and who is responsible for taking forward each area. This is an organic piece of work and over time changes will no doubt be made to future versions. We believe the statement and the areas of focus identified in the action plan reflect the values of Sistema Scotland and **ask the Board, all employees, freelancers and volunteers to support this commitment.**

Anti-Racism Impact Statement for Sistema Scotland:

“Sistema Scotland is committed to being an actively anti-racist organisation. We understand that it is not sufficient to be non-racist but instead will work actively and purposefully to identify, discuss and challenge racism and the impact it has on our organisation, our systems and our people. We commit to nurturing an environment which is welcoming to all, celebrates diversity and multi-culturalism and engages with all in a spirit of mutual respect.”

NPB on behalf of the Anti-Racism Workgroup

Anti-Racism Action Plan:

We will:

1. Consider *all areas of our work, processes and procedures* to ensure that they are fully respectful of and appropriate for all.
Lead accountability CEO
Supported by Heads of Centres and Heads of Functions with a high level of involvement by Head of Communications
2. Expand and enrich our *curriculum* by interrogating our resources, repertoire and teaching methodologies. We will incorporate new materials from a diverse range of sources, including the communities with whom we work, and ensure all staff are appropriately trained in delivering this. Our goal is for participants to see themselves represented in the music and cultures engaged with at Big Noise, and to play a critical role in shaping future content.
Lead accountability Director of Music
Supported by Curriculum Leaders/Lead Musicians
3. Provide the children and young people with *role models* of musicians/composers/conductors from diverse ethnic backgrounds
Lead accountability Director of Music
Supported by Heads of Centre/Curriculum Leaders/Lead Musicians
4. Actively seek to achieve a greater diversity of staff/volunteers/leadership teams and review our *recruitment* (of staff/volunteers/board members) processes and procedures
Lead accountability Head of HR and OD
Supported by HR and OD Support Manager; Volunteer Support Co-ordinator; Heads of Centres and Heads of Functions
5. Actively engage with our *communities and young people* to ensure that diverse voices contribute to the evolution of the Big Noise programmes
Lead accountability Director for Children, Young People and Communities
Supported by Senior Musicians with responsibility for Community Engagement and Youth Voice
6. Provide *ongoing professional development and training* in anti-racism, integrated into induction programmes, and expect all staff, volunteers and board to model good practice and to encourage and enable all children and young people to do likewise. Ensure that records of anti-racism incidents are gathered and monitored to inform and effect appropriate action.
Lead accountability Head of HR and OD
Supported by Heads of Centre; Heads of Function; Operations Support Manager; Volunteer Support Co-ordinator

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7. Maintain strong *partnerships* with organisations (such as Black Lives in Music) which can provide advice, guidance and support on matters of racial and ethnic diversity and combatting racism and discrimination

Lead accountability Director of Music; Director for Children, Young People and Communities

Supported by Heads of Centre

8. *Collect data* on the race/ethnic origin and religion of participants, volunteers and staff to help us understand how our staff/volunteers reflect the communities/families with whom we work, and benchmark, monitor and improve progress

Lead accountability Operations Support Manager

Supported by Operations Managers; Volunteer Support Co-ordinator; Head of Communications; Evaluation and Monitoring Officer

9. *Share our anti-racist resources* externally (eg anti-racist songs database and learning) and model best practice including having an **area on our website where this info can be accessed**; ensuring colleagues are supported to address these issues with partners; be active in conversations with partner schools etc about anti-racism and appropriate repertoire etc.

Lead accountability Director of Music; Director for Children, Young People and Communities

Supported by Head of Communications; Heads of Centre

NPB on behalf of the Anti-Racism Workgroup