

Important information – please read

2019 Delegate Conference

Carried Motions

**Musicians'
Union**



2019 Delegate Conference

Carried Motions

All the Motions shown were carried by the 38th Musicians' Union Delegate Conference, as amended by the Standing Orders Committee.

Motion 1

Scotland & Northern Ireland Region Reduced MU Membership Rates for Musicians in Receipt of PIP/ESA Benefits

After they come out of the school system, disabled learners often opt to attend a 'day service' as they offer a more diverse range of structured development options than 'access to learning' courses offered by local authorities' FE colleges.

Most progressive & modern "day service" projects offer courses and workshops to help adults with disabilities develop their potential with a diverse range of creative and educational workshops structured around the Curriculum for Excellence.

Despite their clear educational objectives, providers of these 'Day services' are not regarded as a 'college', and so participants are not regarded as 'students'. Thus, they are unable to access concessionary 'Student' rates offered by many societies, clubs and corporate bodies.

This disadvantage is, in many cases, mitigated by the offering of 'disabled persons' concessions e.g. railcards, travel concessions, access concessions etc.

Conference asks that the EC considers offering a discounted rate (equivalent to the 'Student' members' rate) to Disabled musicians in receipt of PIP / ESA benefits.

Conference notes that those falling into the student category enjoy a fee of £19.60 per year.

Conference also notes that members of the EIS/NUT/UCU benefit from a significant discount, bringing their membership fee down to around £110.

People with disabilities are disadvantaged in many areas of Society, and until recently, the ability to access music-making opportunities has been one of them.

Being able to access the benefits afforded to MU Members, not least the health and advocacy services and networking and training opportunities would offer real support to these musicians and prevent them from being marginalised to a sub-class who don't find out about opportunities because they are not 'in the loop'.

Motion 2

Scotland & Northern Ireland Region Online Streaming Payments

Conference calls for the Union to lobby streaming companies on behalf of members to change their payment system from the current pro-rata model to a user-centric model.

Conference notes that for most services within the current system all subscription money, minus the service's charge, is collected into a pot and divided by the number of streams which hit a given listening duration. This means that if a listener only streams one track in a month, most of their subscription goes to rights holders whose music they have not heard. Conference is concerned that this system unfairly disadvantages long-form, niche and independent music in favour of short form, popular music.

In the user-centric model artists are remunerated based on what a listener actually listens to. Meaning that if a listener only streams one piece in a month then their distributable subscription fee goes to who they listened to. This user-centric model

prevents a payment structure where money flows disproportionately to those who are already popular, reduces streaming fraud and situations where a user can trigger greater payments than they pay into the pot.

This change of payment system is imperative to make streaming fair and financially viable for all artists and rights holders as album and single sales are declining in favour of streaming.

Motion 3

Scotland & Northern Ireland Region Parity for Women in Music

That this Conference supports equal representation of female musicians in live music performance and on radio and television, in particular on programmes which are funded by tax, at both local and national level and by trade union funded events.

Conference acknowledges the lack of women appearing on festival programmes and in venues throughout the country, both in grassroots and national venues. Conference also notes that the lack of women in positions to influence what the public listens to, i.e. on radio, the lack of women in senior positions in the music industry making decisions on investments and development, the lack of women managing venues and festivals all contribute to creating barriers to women pursuing careers as musicians.

Conference calls on the EC to lobby government bodies to do more by setting conditions for sponsorship of music events and for arts funding which seek to achieve better parity for women.

Conference further calls on the EC to ensure the MU is engaged in consultation with Ministers in the UK, Scottish, Welsh and NI Governments and local authority councillors to implement policies that will promote parity for women in music.

Motion 4

North of England Region

Business Rates Cuts – Venues

The Government introduced business rates discounts for small businesses in October 2018 but has specifically stated that music venues would not be eligible.

Conference calls on the EC to lobby the Chancellor to intervene and change the government's position and guidance on how the small business rate cuts apply to music venues and state that these venues are similar in nature to pubs and bars, which are eligible.

We ask the EC to inform government that the MU, like the UK Music's Michael Dugher and Music Venue Trust's Mark Davyd, concludes that: "If HM Treasury do not revisit this policy, your message to grassroots music venues is that if they wish to obtain similar tax advantages to other similar licensed premises, or even relief from additional taxes, they should turn off the music or close down".

Motion 6

North of England Region

Disability Discrimination and Accessibility in the Work Place

Conference notes that many disabled MU members are still experiencing discrimination whilst trying to obtain paid work and in their work environments, be this live performance, teaching, studio work or any other music-related work. Conference calls on the EC to launch its own campaign, similar to the Drake Scotland 'Let Me On Stage' campaign, to stop disability discrimination in the work place and to encourage employers, engagers and fellow colleagues to make reasonable adjustments and change their attitudes towards disabled musicians.

Motion 8

North of England Region

Regional Government in England – MU Involvement and Engagement

Recent changes to local government structure in England has seen the emergence of directly elected mayors to combined local authorities and regional mayors and devolved regions.

These changes are altering the way the country is run. Powers, budgets and responsibilities will be passed down from central government to elected mayors and combined local authority mayors. The aim is to have mayors who represent their regions across the country and around the world and who will work with local councils and businesses to create jobs, boost skills, build homes and improve travel. This devolution has already led to devolved authorities including arts and culture development in their strategic plans and setting up Music Boards.

Although locally owned, Combined Authorities are initiated by the councils involved. They can take advantage of powers and resources devolved to them by UK government.

Conference requests the EC to ensure that MU:

- Engages with the new local government organisations wherever there are devolved regions and mayoral elections.
- Reviews its political response to devolution.
- Engages with local Music Boards established following devolution.
- Where appropriate, to set out roles for Regional Committee members to become involved with the new arrangements.
- Considers the development of a statement on Arts and Culture which can be adopted by potential mayoral candidates.

Motion 9

North of England Region

Effects of the Ebacc

The English baccalaureate (Ebacc), is a GCSE performance measure, introduced into school league tables. It ranks schools on the proportion of their pupils achieving A*-C passes in five subject areas: English; maths; two sciences; ancient or modern history or geography; and a modern or ancient language. Pupils achieve certificates rewarding their performance on this measure.

No arts or culture subjects, including music, are listed in the measure. The Government has stated that it wants 90 per cent of students to take the Ebacc by 2025. It believes this will have no effect on the creative economy.

Research conducted by the University of Sussex in 2018 suggests that music education in schools is at significant risk of disappearing as a consequence of this policy.

Conference calls on the EC to commit to campaign, with other trade unions and organisations opposed to the Ebacc, against the negative effects of the implementation of Ebacc.

In particular it should focus on:

- Reversing the trend by many schools to remove music in the curriculum for year 7, 8 and 9 students, remove music as a curriculum subject or only teach music as an enrichment subject once a year or part of a 'carousel teaching' initiative.
- Reverse the decline in the number of schools offering GCSE music and other Key Stage 4 qualifications.
- Reversing the trend for schools to only offer music outside school hours.
- Encouraging schools to get top set students to take music at KS4.
- Encouraging schools to get lower ability students to study music.
- Reversing the decline in the number of students taking A level music and A level Music Technology.
- Reversing the number of music teachers teaching outside their subject area and encouraging schools to replace music teachers who leave or retire.

Motion 11

London Region
Political Fund

Conference notes with concern the increasing pressures on the Political Fund due to, among other reasons, two recent General Elections in relatively quick succession, as well as the recent changes to trade union legislation requiring new members to explicitly “opt in” to the political levy. With current political uncertainty as well as a number of much needed MU campaigns currently active, it is of paramount importance that the strength of the Political Fund is maintained.

There is a perception among members that the Political Fund is politically skewed given that its largest expenditure is the affiliation fee to the Labour Party, and so those members whose political allegiances lie elsewhere are reluctant to pay into it, but in reality it is used for cross-party lobbying on a range of issues vital to all members. This perception should be addressed and the purpose and importance of political contributions stressed to new members when making their decision on the levy.

Conference calls on the EC to implement ways to increase awareness of the purpose and uses of the political fund amongst new, existing and potential new members to maximise fund levels and allow informed decisions to be made.

Motion 12

London Region
BME Orchestral Musicians

This conference recognises that BME musicians are underrepresented in the orchestral sector.

The lack of ethnic diversity in orchestras has long been a concern. Out of 629 players in 17 UK orchestras, only 11 individuals, just 1.7% are identifiably from a BME background. This compares to 8% BME students at five leading conservatoires. Bridging the gap between graduation and employment is an issue the MU can help solve. Please see Dr Christina Scharff’s research (pages 9/10) from the ESRC: <https://blogs.kcl.ac.uk/young-female-and-entrepreneurial/files/2014/02/Equality-and-Diversity-in-the-Classical-Music-Profession.pdf>

The MU has done a lot of work to raise awareness of this issue and has a strong position in advocating for the use of screened auditions which is a small step forward to improve representation, but more work needs to be done to increase representation of BME musicians in UK orchestras.

The National Alliance for Audition Support (NAAS) is an American initiative that launched in 2018. Created to increase diversity in American orchestras, it does so by offering Black and Latinx musicians a combination of mentoring, audition preparation and audition previews. The NAAS is made up of The Sphinx Organization, New World Symphony, and League of American Orchestras and led by a group of Black and Latinx professional musicians.

Conference calls upon the EC to urgently consider the following:

- To work, in conjunction with other organisations, to bring about a programme inspired by the NAAS to provide direct practical support to BME orchestral musicians with the goal of increasing diversity in UK Orchestras.
- To look to work with those orchestras and organisations who already champion diversity and to highlight their efforts and successes.
- To continue to influence the environment and organisations that employ musicians to create spaces where all musicians have equal access to opportunity and promote best practice in this area.

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