



Trustee Recruitment

Spitalfields Music is recruiting new trustees, to join our board from January 2021.

About Us

Founded in 1976, Spitalfields Music has been putting music at the beating heart of East London for over 40 years. We bring together a diverse range of artists, audiences and communities so that everyone can find, explore and share extraordinary music in one of the most vibrant areas of London. Always driven by the energy of our communities, our work is founded on three pillars:

- **Creative Leadership Development:** We lead the music sector in artist development, pioneering programmes such as our Trainee Music Leaders scheme and Open Call commissions, and using our position of influence to level up the diversity of the music sector.
- **Community Learning & Participation:** Our award-winning programme reaches over 5,000 people each year in schools, special educational needs and disability centres, residential dementia care homes, and other community settings – in turn, building participants' confidence, creativity and well-being.
- **Music in/of/from/for the East End:** We produce high-quality music performances, bringing internationally acclaimed artists to East London, and creating musical events in unexpected places as part of our Summer Festival and, from 2021, year-round.

We work closely with artists and community groups on our annual festival programme – for instance, the renowned conductor André de Ridder in 2017 and 2018, and a triumvirate of talent for 2020-21 in the form of composers Edmund Finnis and Errollyn Wallen, and journalist and broadcaster Kate Molleson.



In the future, we will work with a wider talent pool to ensure that our creative programme is more diverse, in every sense; is woven throughout our output; and relates directly to our East End base.

Spitalfields Music has a track record as an 'innovation unit' for the classical music sector. Examples of this include:

- developing artists' skills to work in community and education settings through high quality specialist training
- programming events informally in non-arts spaces
- pioneering exceptional music-making for young ears
- integrating music education for young people with and without Special Educational Needs
- large-scale commissions bringing together world-class artists with our local communities.
- prioritising and championing people who are under-represented in the classical music world

Celebrating classical music in its widest sense, our work will continue to share outstanding interpretations of existing music and ground-breaking contemporary work alongside an ambitious series of commissions, often in unexpected or largely undiscovered spaces. We are driven by the moments of magic at the intersection of music, people and place.



Over many decades, we're proud to be known in the music industry as a risk-taker, a safe space for innovation, a visionary for the future of the music industry, and a nurturer of fledgling ideas. We've won multiple awards for doing that, from the Royal Philharmonic Society to the Charity Awards. We work on a co-creation model with as much care when with children and young people in schools, as with groups of artists assembled for Festival

events. We believe that communities are brought together through music, and our role is to facilitate those conversations, providing provocations and prompts where required.

In 2019, the charity decided to take a Glastonbury-style 'fallow year' in relation to its festival to consider how best to serve its communities as the demographics of the East End change, and the organisation approaches its 50th anniversary in 2026. Under a new Chief Executive, Sarah Gee, a refreshed business plan with clear aims and objectives was approved by the board in February 2020, shortly after which the coronavirus pandemic struck. The detail and timing of projects have changed many times since then, but our mission remains undimmed: to transform people's lives through exceptional music-making in unusual places.

Our vision is for a thriving and harmonious East End with open hearts, minds and ears. Priorities for the coming years will be to rebuild reserves and increase turnover, which will be achieved through more events creating more loyal and more frequent audiences being cultivated as low-level donors, alongside high net-worth individuals investing in artists,

commissions, sector support, music in the community, and the Festival programme. We plan to launch our Equality, Diversity & Inclusion charter and workplan by the end of 2020, reinforcing our commitment to a fairer society and an arts sector which is welcoming, exciting, open and diverse.

In summary, these are our core values:

- We are **Ambitious** – we challenge ourselves to create unforgettable music experiences that reimagine how people from all backgrounds can connect with classical music
- We are **Inclusive** – we are richer as an organisation and as a community when everybody has an opportunity to share their creative voice and nobody face barriers to our work
- We are **Curious** – we consciously seek opportunities to view the world from different perspectives, bringing new insights and relevance to our work and to those who share it
- We are **Adaptable** – we work flexibly and responsively enabling us to reflect and celebrate the diverse audiences, artists and participants we work with
- We are **Collaborative** – we look for opportunities to work in partnership with others, sharing knowledge, and challenging and inspiring each other to find new and creative approaches



Organisation

Spitalfields Music is a company limited by guarantee and a registered charity. It currently has an office at St Margaret's House, 15 Old Ford Road, London E2 9PJ. The management is overseen by a Board of Trustees, chaired by Professor Maurice Biriotti.

The Spitalfields Music team currently comprises the Chief Executive; Director of Learning, Participation & Projects; Finance & Operations Manager; four Producers; and a Marketing Co-ordinator. The majority of these roles are part-time. We also have external *ad hoc* assistance on fundraising.

It is hoped to grow this team in coming years, with some admin support, additional investment in marketing & fundraising, and hopefully more producer resource to build year-round community roots.

Board of Trustees

Our current board of trustees comprises:

Professor Maurice Biriotti
(Chair)
Lindsey Glen
Megan Gray
Michael Keating
Stephen Madigan
Jasmine Mathews
Nicky Oppenheimer
Katie Tearle MBE



Trustees are elected for a three-year term, which can be renewed for a further three years through a majority vote by other trustees. In exceptional circumstances, a 75% majority of trustees present can vote a fellow trustee for a final three-year term, taking the maximum length of tenure to a total of nine years. Most trustees serve a six-year term.

Trustees meet formally four times pa for board meetings and can be asked to sit on other standing committees or task-related and time-limited groups. Attendance at the monthly Finance & Legal Committee is open to all trustees, though not expected as part of the role. We imagine that at least one of our new recruits will also join F&L committee, which meets by Zoom.

We also have a Programme Advisory Group, separate to the Board but with some crossover in membership. PAG is advisory only and comprises a wide range of people from education and learning, musicians and other artists, the wider creative sector, and Tower Hamlets residents. Meetings take place 3-4 times per year, with task-specific and time-restricted working sub-groups on occasion.

What we are seeking

Through board retirement, we have a need to recruit up to five new trustees. **We would particularly welcome applications from people from the Asian, African or African-Caribbean diasporas; people living with disabilities; and those based in, or with strong links to, East London, as we want to be more representative of our local demographics.**

Through a skills audit, we have established that the following skills are particularly needed:

- **Artistic experience** – people who work in the arts sector as creators and/or producers and/or managers
- **Digital** – people working in tech or gaming, or in digital roles in other industries
- **Education** – people working in primary, secondary, or tertiary education settings
- **Equality, diversity & inclusion** – people who can help Spitalfields Music as part of its drive to become ever more representative of society, particularly in the context of the East End’s demographics
- **Events** - people who work/have worked in an events setting, ideally with Health & Safety knowledge
- **Fundraising** – people who have experience of raising money for charitable causes
- **Legal** - a lawyer, with experience in the education, entertainment or events industry, and/or with employment law background
- **Local knowledge/resident** – likely to be people from an E1-3 or E14 postcode
- **Marketing, media and stakeholder relations** – people who have a professional interest in brand-building, advocacy and communications
- **Philanthropy** – people who have extensive experience of giving money



HOW TO APPLY

Applications should be made by:

- **A full CV** detailing your qualifications, employment, skills and experience
- **A covering letter** of no more than 2 pages, outlining the reasons for your interest in the role and why you believe yourself to be suitable, summarising the most significant contribution or impact that you have made at board level (if applicable) and what you feel you could bring to Spitalfields Music

- Providing **names and contact details of 2 referees** who are in a position to comment on your professionalism, with a brief indication of how long and in what capacity they have known you (referees will *not* be contacted without your express consent)
- Including your **full contact details** with daytime and evening telephone numbers
- **Completing the Equal Opportunities Monitoring form.** This form will not be disclosed to anyone involved in assessing your application. Separately, should you be shortlisted for interview, we will ask you about any requirements you have for the interview process.

We would prefer to receive applications by email to recruitment@spitalfieldsmusic.org.uk as our team are working from home, but if necessary, we can accept applications by post at 83 Springfield Road, Birmingham B14 7DU.

Please quote reference '**Spitalfields Music Trusteeship**' in any communications.

Timetable

Closing date	1200 on Thursday 10th December
Interviews	week beginning 14th December by Zoom
First meeting	Thursday 21st January at 1800

Any questions?

If you have any questions, please contact our Chief Executive, Sarah Gee, on sarah.gee@spitalfieldsmusic.org.uk

We look forward to receiving your application.