



Trainee Trustee Scheme

Spitalfields Music is a learning organisation, with a strong commitment to creating opportunities for people otherwise under-represented in the music sector. This extends into governance, where we want to offer up to five opportunities to shadow our board of trustees over the coming year, so that Spitalfields Music and the wider arts sector can benefit from more diverse perspectives and experiences. (If you'd like to know more about what it means to be a trustee, have a look at <https://www.gettingonboard.org/be-a-trustee> for a great overview).

The programme will encompass four elements:

- A paid-for place on an 'essentials of trusteeship' course
- Observer status at the four Spitalfields Music board meetings held between January & December 2023 (two will be held online, and two in real life)
- A board 'buddy', in the form of an existing trustee, to help explain and navigate the responsibilities of directors of the charity
- Pre- and post-board meetings (online) with Spitalfields Music staff so that those on the programme understand fully the agenda, papers and implications and impact of decisions made by trustees

Shadow trustees will be encouraged to participate fully in board meetings as we want their voices to be heard, as they will bring new perspectives and lived experiences. However, they will not be full trustees with legal or financial responsibilities during their 'traineeship', nor will they have a vote at AGMs or at other points.

"I've definitely grown in confidence. It was great the Trainee Trustees were asked to contribute opinions. It's good to seek the views of the younger generation."

2022 participant

This is the second year that Spitalfields Music has run this initiative which is available to:

- People from Asian, Black and other minority ethnic groups
- D/deaf, disabled and neuro-diverse people *
- People aged under 35

* We will help with the costs of BSL interpreter/ caption facility/ access support worker as required.

We have highlighted these groups in particular as they are under-represented amongst our trustee body at present. People who do not fall into one of the above categories are welcome to apply, but are unlikely to be selected for interview.

About Us

Founded in 1976, Spitalfields Music has been putting music at the beating heart of East London for over 45 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:** We lead the music sector in artist development, pioneering programmes such as our Trainee Music Leaders scheme and SkillsLab CPD training, 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 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, platforming commissions and second performances of contemporary music, and creating breathtaking experiences in unexpected places as part of our Summer Festival and, from 2022, year-round.



“Spitalfields Music, a charity based in east London with an international reputation for its quality, reach and innovation.”

Arts Council England, June 2022

We work closely with artists and community groups, helping community music leaders, soloists, composers and ensembles to realise their artistic ambitions. 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
- running New YVC, an unauditioned youth choir based in Newham, whose alumni can now be found performing in the West End, on stage with the Royal Shakespeare Company and singing in ABBA Voyage
- 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 groundbreaking 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, this approach has garnered critical and audience plaudits, including a number of four- and five-star reviews in the national press. *Schumann Street* – our immersive reinterpretation of Schumann's *Dichterliebe* - and its associated learning programme won the Royal Philharmonic Society Award in the Chamber Music category in 2018, one of a string of RPS and other charity and education sector awards collected over the past ten years.

In 2019, the charity decided to take a Glastonbury-style 'fallow year' 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 community and festival projects changed many times over the succeeding two years, but our mission remained 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 full Equality, Diversity & Inclusion charter and workplan in early 2023, reinforcing our

commitment to a fairer society and an arts sector which is welcoming, exciting, open and diverse.

Organisation

Spitalfields Music is a company limited by guarantee and a registered charity. It currently has an office at Oxford House in Bethnal Green, but will move shortly to Queen Mary, University of London with which we have a Memorandum of Understanding for future projects. The management is overseen by a Board of Trustees, chaired by Professor Maurice Biriotti.

The core Spitalfields Music team currently comprises the Chief Executive; Chief Operating Officer; Programme Manager; and a Learning & Participation Producer. The majority of these roles are part-time. We also have freelance support on New YVC administration, fundraising, festival production and a range of regular workshop leaders, musicians and other partners with whom we work regularly.

It is hoped to grow this team in coming years, with more 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)
Steven Berryman
Melanie Fryer
Megan Gray
Jenny Hunting
Stephen Madigan
Andrew Peck
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 – such as the Finance & Legal Committee, which currently meets monthly - or task-related and time-limited groups.

WHAT WE ARE SEEKING

We are seeking people who are interested in becoming a trustee but currently lack experience or knowledge of what is entailed. We will recruit on passion for the arts, commitment to becoming a trustee in the future, and awareness of the skills that you could bring to Spitalfields Music over the next year.



“The Chair was brilliant at bringing everybody into the conversation and that included us.” 2022 participant

HOW TO APPLY

We want to make this process as inclusive as possible. Applications could be made in writing, or by video or by audio file. Please keep written submissions to max. two pages of A4 and video/audio to c. 3 minutes. We’re not judging your editing skills; a simple recording on a phone is fine!

Please tell us why you want to be a trustee, what your interest is in Spitalfields Music and the wider arts sector, and what you feel you could bring to this programme and our board, alongside something about yourself. Please email this to recruitment@spitalfieldsmusic.org.uk, headed ‘Trainee Trustee Scheme’, alongside the Equal Opportunities Monitoring form. This form will not be disclosed to anyone involved in assessing your application.

What happens next?

Shortlisting will be undertaken by members of our senior leadership team.

We will interview potential candidates by Zoom, with a small panel made up of staff and trustees.

11 November	Closing date for applications at 12 noon
w/b 14 November	Shortlisting
Monday 21 Nov	Interviews and final selection
Early January	Initial meeting with cohort / training session
February '23	1 st board meeting with wraparound pre/post meetings – date TBC
27 April	2 nd board meeting
26 July	3 rd board meeting
October	Final board meeting – date TBC
November	Awayday – date TBC
	Impact evaluation for the scheme

Any questions?

If there is anything that we haven't answered here, please email our Chief Executive, Sarah Gee, on sarah.gee@spitalfieldsmusic.org.uk, with the heading of 'Trainee Trustee Scheme'.

Good luck, and we look forward to meeting you.



"I found the prep session really useful as Spitalfields' presentation of the figures was different to the ones I'm used to. Reading and understanding management accounts is a skill I can now boast about!"

2022 participant