Trustee Recruitment

We are seeking trustees,
to join our board from January 2023.

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, alongside our community choir for those aged 11-25, New YVC – 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

- our Trainee Trustee scheme, designed to support people with characteristics which are under-represented on our board into trusteeships, whether that may be with us or another organisation
- 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 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, 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.

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 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, and festival production, and a range of 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 bi-monthly - or task-related and time-limited groups. Board meetings are currently held early evening for up to two hours, with two of the meetings on Zoom and two in person. We also hold an annual awayday, usually in November, and social events throughout the year.

It's hoped that trustees will become involved in the life of the charity, including by attending performances or walks in the Spitalfields Music Festival (late June-mid July), and community events, by invitation where safeguarding allows.

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
- living with disabilities and/or chronic illnesses
- 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
- Equity, 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 and/or risk analysis and management experience
- Fundraising – people who have experience of raising money for charitable causes
- Finance – people who work in finance, such as accountants, ideally with experience in the nfp/charity sector
- Marketing, media and stakeholder relations – people who have a professional interest in brand-building, advocacy and communications
- Sustainability – people who have strong professional or personal expertise in environmental issues, ideally within a performing arts context
- Philanthropy – people who have extensive experience of giving money

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 our board, alongside something about yourself.

Please email this to recruitment@spitalfieldsmusic.org.uk , headed 'Trustee Application', 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 and trustee body.

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

Monday 7 November	Closing date for applications at 12 noon
Wednesday 16 November	Interviews
Late November	Confirmation meetings with Chair
Early-mid January	Initial meeting with cohort / induction session
February '23	1st board meeting (Zoom) – date TBC
27 April	Board meeting (in person, with dinner afterwards)
26 July	Board meeting (Zoom)
October	Board meeting – date TBC (in person)
November	Awayday – date TBC (in person)

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 'Trustee Recruitment'.

We look forward to meeting you.

Thank you for your consideration.