

Post of Independent Chair of the Hub Board, new Music Hub for Dorset & Somerset

Supporting Information



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Thank you for your interest in the vacancy for the Independent Chair of the new Music Education Hub Lead Organisation (HLO) for Dorset & Somerset from September 2024. We hope you find the following information useful.

BACKGROUND

WHAT ARE MUSIC HUBS?

Music Hubs are groups of organisations – such as local authorities, schools, other hubs, art organisations, community or voluntary organisations – working together to create joined-up music education provision, respond to local need and fulfil the vision, aims, objectives and strategic functions for Music Hubs as set out in the Department for Education’s document “*The Power of Music to Change Lives: a national plan for music education*”.

The vision for Music Hub partnerships is to enable all children and young people to learn to sing, play an instrument and create music together, and have the opportunity to progress their musical interests and talents, including professionally.

Underpinning this vision, Music Hub partnerships will be expected to focus on the following three aims:

- Support schools & other educational settings to deliver high-quality music education;
- Support young people to develop their musical interests and talent further, including into employment.
- Support all children and young people to engage with a range of musical opportunities in and out of school.

These partnerships are co-ordinated by a Hub Lead Organisation (HLO) and can include schools, local authorities, community groups, music organisations, industry and more. There is a Music Hub for every area of England so all children and young people can access high-quality music education.

In achieving these aims, HLOs will have responsibility for 5 strategic functions:

PARTNERSHIPS

Take a leading role in building a sustainable, local infrastructure for high-quality music education and music-making, in partnerships with schools, early years and other education providers, community music organisations, and other regional and national youth music organisations. Capture this offer in a Local Plan for Music Education.

SCHOOLS

Support all state-funded schools in the area through ongoing relationships to help them deliver high-quality music education, including a quality curriculum support offer, specialist tuition, instruments and ensembles; and a broad range of progression routes and musical experiences for all pupils.

PROGRESSION & MUSICAL DEVELOPMENT

Support children and young people to develop and progress with music, including into national or specialist opportunities, higher education and employment, so that the chance to be involved in high-quality music-making is shared widely in our society. Support children and young people to access the wider world of music, including live performance and community music.

INCLUSION

Drive broad access to music education, so every child has the opportunity to participate irrespective of their circumstances, background, where they live or their SEND.

SUSTAINABILITY

Ensure the strategic, financial, and operational sustainability of the music hub by:

- supporting a dynamic and well-trained workforce
- leveraging DfE funding to develop wider investment into young people's music from a range of sources and revenue streams
- being accountable and transparent by publishing plans, needs analysis and impact data
- considering and acting in the hub's environmental responsibilities.

You can read the full content of the National Plan for Music Education (NPME) via the following link: <https://www.gov.uk/government/publications/the-power-of-music-to-change-lives-a-national-plan-for-music-education>

For further information including background on the recent Music Hub Investment Programme, please visit the Arts Council's website:

<https://www.artscouncil.org.uk/MusicEducationHubs>

HOW ARE HUBS FUNDED?

Hubs are funded through formal funding agreements with Arts Council England (ACE). Each HLO will receive a proportion of the overall funding amount based on a share of the overall number of eligible pupils in their local authority area(s). 90% of the funding is distributed based on each local authority's share of the total number of pupils registered on roll and the remaining 10% is distributed based on their share of the numbers of pupils eligible for Free School Meals (FSM).

THE NEWLY APPOINTED HLO FOR DORSET & SOMERSET

The Octagon Theatre has recently been appointed by Arts Council England to lead the Music Hub for Dorset and Somerset from September 2024, as part of an ambitious national programme to provide high-quality music education for all children and young people.

The newly combined Music Hub for Dorset and Somerset will operate through Somerset Council's Octagon Theatre and with effect from 1 September 2024 will be one of 44 Hub Lead Organisations nationally, replacing 117 currently. Each Music Hub will be managed by a Hub Lead Organisation (HLO) and Somerset will work with Dorset (excluding Bournemouth, Poole and Christchurch areas which will join with Southampton and the Isle of White) in a strong collaboration which will draw in the expertise of partners and stakeholders from across the existing music education hub communities in each area so even more young people can access musical and creative learning opportunities.

The Octagon was awarded National Portfolio Organisation (NPO) status from ACE in 2023 which sees an investment of £760,000 to support arts and cultural activities in the area over the next three years. The Octagon's NPO operation as the new HLO will now also receive just under £1.1 million of revenue grant to coordinate music education in the local area, plus around £360,000 to invest in new musical instruments, equipment and technology tailored to the needs of children and young people in Dorset and Somerset, including those with special educational needs and disabilities. It will deliver high quality music education accessible to all children and young people across Dorset and Somerset and subject specific training for the staff working with them, through diverse partnerships between educational, creative community organisations, in their local communities and throughout the country. Our main delivery partners will continue to be Somerset Music and Dorset Music Service for the areas of Somerset and Dorset respectively.

The Theatre's appointment is part of a major investment in a new generation of the nationwide network of Music Hubs. This investment will help to deliver the Government's National Plan for Music Education, and give all children and young people the opportunity to develop their musical interests as far as they wish, including helping them to begin careers in the music industry.

In addition, the Theatre is set for redevelopment in the future after the Department for Culture, Media and Sport provided its support for the development project and Yeovil Town Council has agreed in principle funding. The development will see a full refurbishment and improvements to accessibility, environmental sustainability, audience experience, technical capability and backstage areas.

GOVERNANCE STRUCTURE, & ROLE & REMIT OF HUB BOARD

The Octagon National Portfolio Organisation as HLO, including the Strategic Lead for Dorset, is made up of an exceptional team of Arts Leaders, Music Educators, Fundraisers, Managers & Creatives.

The HLO Strategic Lead will be the Arts & Entertainment Venues Manager (0.2FTE), reporting to the Director of Culture within Somerset Council. The current Hub Leads' of Dorset and Somerset key responsibility is to lead on the implementation of the NPME, forging strong partnership working to facilitate a needs-led inclusive, high-quality programme of musical activity and training for the wider music workforce; The Dorset Hub Lead also manages the revised music service operation – Dorset Music Service (DMS), working strategically to develop music education across the partnership.

The HLO Senior Leadership Team will consist of the HLO Strategic Lead, DMS Strategic Lead and Somerset Council Hub Lead and will collaborate in shaping the new Music Hub. Looking further ahead, and subject to confirmation of DfE funding beyond 31 March 2025, both LAs will develop plans to realise the aim of more formal structural changes to achieve integration of the two current HLO structures to form one 'Music Hub Manager' role.

The formal governance of the HLO will be through the appropriate Local Authority Board in Somerset and the HLO will report to this Board as part of its annual schedule of meetings with progress reports. The Hub Board will report back to Dorset Council Executive and Committees via the Senior Officers and councillors within its membership and be in regular dialogue with the Dorset Education Board.

The Hub Board will have a senior education leader or appropriate councillor representation from each LA to ensure that matters of educational outcomes, raising achievement and links to strategic education vision, plans and policies within both LAs are equally referenced and supported. A strong link to the existing NPO Board will be achieved in a similar way via dual membership of one representative.

The Hub Board therefore is not legally constituted and as such does not have a legal status and the role of Chair and Board members do not carry the official legal responsibilities of the Hub Lead Organisation. However, it still has a crucial function as an advisory board. Its purpose is to provide 'strategic vision' and challenge in order to develop and enhance the musical education offer to all children and young people in Dorset & Somerset, to advocate on behalf of the Hub, and to advise on the use of the Department for Education grant in delivering the National Plan for Music Education. To support and inform the work of the Hub Board, occasional smaller working groups will be set-up to discuss specific areas of either music education related to more specific areas of future strategic planning.

The Chair and some members of the Board will be involved in assessment of grant applications and will be invited to sit on a convened Panel as part of any formal commissioning process, and as such will have influence over allocation of funding in accordance with agreed priorities.

Further information regarding guidance including arrangements and requirement for Hub governance and the Hub Board can be found here:

<https://www.artscouncil.org.uk/MusicEducationHubs/Guidance#t-in-page-nav-3>

ROLE DESCRIPTION & RESPONSIBILITIES:

The Chair will:

- lead the Hub Board through scrutiny, oversight and advice, providing challenge and focus to help achieve positive outcomes and decisions for the children and young people across the wider geography;
- lead the Hub Board to ensure that HLO decisions are objective, consistent & are made in accordance with evidenced need;
- act as a critical friend, advising and challenging, and holding to account the HLO and partners where necessary;
- work closely with the Strategic Hub Lead and the HLO's Senior Leadership Team to enable a shared understanding of the main issues affecting the operation of the Hub and to ensure that adequate time is allocated at each meeting to enable meaningful discussion and debate on key strategic issues;
- ensure the Hub is providing accurate and timely data and documentary returns to ACE;
- ensure that Hub Governance works within its agreed Terms of Reference at all times including managing any issues around conflict of interest and ensuring membership is regularly refreshed and includes a diverse representation of stakeholder voices;
- support with fundraising initiatives and act as an advocate to the Hub externally;
- liaise with the HLO and key partners and stakeholders as required between meetings;

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- attend any additional key meetings with Arts Council England and either Dorset or Somerset Council staff as required;
- promote a culture of openness and debate by facilitating the effective contribution of all representatives and ensuring constructive relations between the Hub Lead Organisation, Consortium Partners, Delivery Partners and stakeholder representatives;
- be responsible for keeping meetings focused and productive, ensuring that all Board members feel engaged and can contribute openly and constructively.

The Chair will be required to:

- Chair a minimum of 4 Hub Board meetings a year to fit in with the dates related to submissions to satisfy ACE conditions of funding. These can be either face to face or online;
- Agree agendas ahead of meetings and define clear action points arising;
- Deal with email and phone communications with the HLO Strategic Lead, including a pre-meeting briefing;
- Read and understand a variety of information, documentation and emails in preparation for meetings;
- Support the development of the Dorset & Somerset Music Hub;
- Represent/attend additional key meetings on behalf of the Hub as appropriate;

The Chair also will be invited to play an active part in advocating for and promoting the work of the Hub, and in support of musical and creative learning, across the wider education and cultural communities in Dorset & Somerset.

Skills/Attributes:

A suitable candidate for this role would be able to demonstrate:

- An enthusiastic and forward-thinking working ethos, and being open to new ideas and opportunities;
- A strong commitment to, and understanding of, the principles of equity, diversity and inclusion and a commitment to ensuring diverse, inclusive and high-quality music opportunities are offered to the children and young people of Dorset & Somerset;
- The ability to chair a meeting effectively, being inclusive of all participants and ensuring marginalised voices are both represented and valued, and pro-actively listened to in discussion and decision-making;
- Ability to facilitate decision making and confidence to resolve issues constructively, demonstrating fairness and diplomacy;
- An ability to manage diverse range of relationships and support collaborative working across the Hub;
- Ability to act impartially and independent of any business, family or other relationship with the Music Hub, its HLO or partners, that creates a conflict of interest;
- Motivation to advocate for the Music Hub for Dorset & Somerset and support fundraising initiatives, events and activities;

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- Strong communication skills, including adapting style to successfully engage with different audiences.

Knowledge

- A working knowledge of best practice governance, quality assurance frameworks, financial reporting and experience of driving organisational and/or community development;
- A strong understanding of the current challenges and opportunities within the educational context of the region;
- A passion for and knowledge of music and/or the wider arts, and the importance of cultural activity in the lives of children and families;
- A knowledge of/commitment to develop a knowledge of the 'National Plan for Music Education 2022' in action, and commitment to its ambition, vision and aims;
- Sound, independent judgement and the ability to think strategically and creatively in the context of the organisation and a rapidly changing external environment.

TERMS OF APPOINTMENT

This is a voluntary position with an allowance for travel expenses. The Chair's term will run for 3 years with an opportunity to be reappointed. As the Hub Board will not be constituted it does not have a legal status, so the role of Chair is advisory and ambassadorial.

EQUALITY STATEMENT

We are proud to be here for the people of Somerset & Dorset. An important part of this is ensuring that we are as diverse and inclusive as the people and communities we serve. We therefore welcome applications from a diverse range of backgrounds and experiences to enrich our team. You can always contact the hiring manager for a chat if there is anything you wish to talk about before you apply.

FURTHER INFORMATION & APPLICATION

For any further information about the role, please contact Adam Burgan, Arts & Entertainments Venue Manager, adam.burgan@somerset.gov.uk tel 01935 462407.

To apply please e-mail a letter of application explaining why the role of Independent Chair is of interest, detailing your previous experience and explaining how you consider yourself to have the necessary skills and attributes to fulfil this role. Please e-mail your letter to Adam.Burgan@somerset.gov.uk CVs can be attached to your letter in support of your application.

The closing date for applications is **5pm on Monday 10th June 2024** . It is hoped that interviews will take place during the week commencing 17th June 2024.

LOCAL CONTEXT & DATA

Somerset

The County of Somerset covers 3,452 square kilometres and is home to roughly 10% of the south west's population.

The county is predominantly rural; 48% of the population lives in a rural area compared to the average of 18% in England, making it one of the ten most rural authorities in the Country. Somerset has a population of around 562,225 (Source: Office for National Statistics, mid-year estimate 2019). This is approximately 100,000 more than the population of City of Bristol in an area nearly 24 times larger.

On 1 April 2023, Somerset's five councils (Somerset County Council, Sedgemoor District Council, Mendip Council, Taunton & West Somerset Council and South Somerset Council) were replaced by a single unitary council, Somerset Council, delivering all council services to communities in the county.

There are two main arterial transport routes within the county (the M5 and A303) which give easy transport through the county but transport across the large geographical area, especially from east to west, is more difficult and time consuming. As a result of the population distribution and transport difficulties, rural isolation can be a significant factor, particularly for children and young people and the disadvantaged.

Data for the 2021 Census (released June 2022) showed that the population of Somerset was 571,600, an increase of around 41,600 people since 2011. This is a rise of 7.8% since 2011 and a 36.9% rise in 40 years since 1981. The age bands with the highest population are 50-54 and 55-59. There were 84,700 people in their 50s accounting for nearly 15% of the total population. 21% of the population were aged 0-19. There is traditionally a thinning of the 'population pyramid' in the late teens/early 20s due to people either leaving the county to attend university or to work (Source: Somerset Intelligence Network).

The number of live births in Somerset decreased in 2022, according to figures from the Office for National Statistics (ONS). There were a total of 4,817 live births during 2022, down from 5,063 births during 2021. The latest figure remains 16% lower than a recent peak of 5,764 births during 2011, mirroring a long-term national downward trend.

At January 2024 there were 72,687 children educated in 266 state-funded schools and academies (including early years children in school run nursery classes). 20.9% of pupils are recorded as eligible for free school meals, whilst 10%% of pupils have a first language other than English. 14.7% of the school population is classified as belonging to an ethnic group other than White British (Source: DfE Spring School Census - Jan 2024).

There were 564 children looked after by Somerset as at year ending 31 March 2023 (a rate of 51 per 10,000 children aged under 18 years). This compared to a national rate of 71 per 10,000 children. (Source: DfE 'Children looked after in England including adoption: 2022 to 2023' from return SSDA 903).

The key headlines in terms of pupil numbers in Somerset are as follows:

- October 2023 saw the first decline in total mainstream roll since 2013;
- There is a forecast decrease in total roll each year from 2023 to 2028;
- From 2023 to 2028 there is a forecast fall of 2592 primary aged pupils – a forecast decline of 6.5%. A slightly slower rate of decline than expected in the 2022 forecasts;
- When compared to the 2023 roll, 168 primary schools (76.4% of schools) are forecast to see a decline in roll by 2028, with an average fall of 20 pupils;
- Secondary aged pupil numbers, which have been increasing since 2017, are forecast to level out in 2024 through to 2026, with a forecast decline beginning in 2027;
- Somerset's special schools have seen further growth in the number of pupils.

(Source: Somerset School Population Forecast 2023)

The breakdown of schools and colleges as at 8 May 2024 is as follows:

Phase/Type	Total Number	No of Academies	%
State-funded Schools			
All Through	1	1	100.00%
Middle Deemed Primary School	1	1	100.00%
Middle	6	6	100.00%
Infant**	12	2	49.08%
First	30	16	
Primary	166	86	
Junior	10	3	
Secondary	25	23	89.29%
Upper	3	2	
Special	8	4	50.00%
PRU	4	0	0.00%
SUB TOTAL	266	144	54.14%
Other			
Colleges	4	N/A	
Special Post 16	2	N/A	
Independent	16	N/A	
Independent Special	18	N/A	
SUB TOTAL	40	N/A	

GRAND TOTAL**307**

The breakdown of Early Years providers as at 8 May 2024 is as follows:

Type of provider	Number
Childminders:	184
Group providers:	
Independent school run	11
Maintained school run	48
Academy run	60
Private/voluntary run	162
Total group providers:	281
Total providers:	465

As an authority which serves a largely rural area, Somerset traditionally has a much higher proportion of small schools when compared to the England average. The Somerset School. October 2020 School Census recorded 30 primary schools with a roll of 60 or fewer pupils and 7 schools with 30 or fewer pupils.

Dorset

The County of Dorset covers 2,653 square kilometres and is home to roughly 7.8% of the south west's population. There are 6 areas of Dorset Council that are within the top 10% most deprived areas nationally. Dorset has a population of around 379,600 (Source: Office for National Statistics, mid-year estimate 2019).

At January 2023 there were 47,014 children educated in 159 state-funded schools and academies and learning centres (including early years children in school run nursery classes). 20% of pupils are recorded as eligible for free school meals, whilst 14% are considered to have SEND.

There were 415 children looked after by Dorset as at year ending 31 March 2022 (a rate of 61 per 10,000 children aged under 18 years). This compared to a national rate of 70 per 10,000 children. (Source: DFE 'Children looked after in England including adoption: 2021 to 2022' from return SSSA 903).

The breakdown of schools and colleges as at 8 May 2024 is as follows:

Phase/Type	Total Number	No of Academies	% academies
State-funded Schools			
All Through	1	1	100%
Middle	10	8	80%
Infant**	2	1	70%
First	36	28	
Primary	79	54	
Junior	2	1	

Secondary/ Upper	19	11	57%
Special	6	2	33%
PRU	4	1	25%
SUB TOTAL	159	107	67%
Other			
Colleges	2		N/A
Special Post 16	6		N/A
Independent	19		N/A
Independent Special	6		N/A
SUB TOTAL	33		N/A
GRAND TOTAL	192		

There are 320 Early Years Settings in Dorset including nurseries and childminders. This does not include Reception classes.