

**WORKING TOGETHER
TO TRANSFORM YOUNG
LIVES THROUGH MUSIC**

BOARD RECRUITMENT

GSW Music Hub

Gloucestershire
Swindon
Wiltshire



INTRODUCTION.

Thank you for your interest in joining the GSW Music Hub Independent Board. We are one of 43 Music Hubs across England, newly established as part of Arts Council England's transformative vision for music education. While we receive national funding and strategic direction from Arts Council England, our strength lies in our ability to respond to local needs and create tailored solutions for our diverse communities.

The GSW Music Hub brings together organisations and people across Gloucestershire, Swindon and Wiltshire in an innovative partnership. Our region is one of the largest music education areas in England, reaching over 800 schools and approximately 250,000 young people. This scale and diversity presents both exciting opportunities and unique challenges as we work to ensure our provision meets distinct local needs while maintaining consistently high standards across all areas. While the Board is not a constituted body with legal obligations, it plays a crucial advisory role in driving the delivery of GSW Music Hub's core functions and ensuring we create transformative music education opportunities for all young people across our region.

ABOUT GSW MUSIC HUB

The GSW Music Hub is an innovative partnership uniting music education organisations across three distinct geographical areas. Our consortium is supported by three expert organisations working in close collaboration to form the Consortium Executive Team:

- Gloucestershire County Council (led by Gloucestershire Music): lead contract organisation and lead overseeing body for Gloucestershire
- Swindon Music Service: lead overseeing body for Swindon and Wiltshire
- The Music Works: Inclusion and youth voice lead

Our region is uniquely diverse, encompassing:

- Major urban centres like Swindon and Gloucester
- Extensive rural areas including the Forest of Dean and Cotswolds
- One of the UK's largest military communities across Wiltshire
- Areas of significant deprivation alongside some of the most affluent communities in the South West
- A rich cultural heritage and vibrant music scene



OUR VISION.

Every child and young person across our region has access to high-quality, inclusive music education opportunities that meet local needs and allow them to fulfil their musical potential.

OUR MISSION.

To be an exciting and inclusive coalition that nurtures a thriving musical landscape where:

- Young voices actively shape music education provision
- Local needs and diversity drive responsive tailored activities
- Collaboration ensures opportunities in every community and school
- Shared resources and expertise enable the whole region to flourish
- Musical inclusion, progression and excellence harmonise perfectly



CURRENT BOARD OPPORTUNITIES.

We are seeking individuals to join our Independent Board in the following roles:

Education sector representatives

- 1 Secondary School Lead representative
- 1 Primary School Lead representative
- 1 SEND/Alternative Provision Lead representative

Youth voice (remunerated positions)

- 2 Young People aged 18-25
 - These positions will be paid to ensure economic barriers do not prevent participation
 - All expenses covered
 - Professional development and mentoring support provided

Specialist representatives

- 1 EDI (Equality, Diversity & Inclusion) champion
- 2 music industry/business representatives
- 2 community music organisation/individual representatives
- 1 Early Years music representative

OUR COMMITMENT TO DIVERSITY.

Our commitment to diversity and inclusion sits at the heart of everything we do. We actively encourage and warmly welcome applications from individuals of all backgrounds, particularly those under-represented in music education leadership. This includes people from global majority communities, LGBTQ+ individuals, people with disabilities and candidates from diverse socioeconomic backgrounds.

We particularly welcome applications from individuals who can bring expertise across different musical genres and traditions.

We understand there can be barriers to board roles - including caring responsibilities and financial constraints - and we will support different needs and requirements.

ROLE AND RESPONSIBILITY.

Board members will:

- Help shape and challenge strategic direction
- Approve and monitor our local plan for music education
- Ensure strong partnerships and stakeholder engagement
- Oversee effective use of public funds
- Champion equality, diversity, inclusion and meaningful youth voice
- Ensure robust processes for needs analysis, planning and impact measurement

Time commitment

- Quarterly Board meetings (approximately 3 hours each)
- Additional time for preparation, representation and strategic development – to be discussed



ESSENTIAL QUALITIES AND EXPERIENCE.

For all roles

- Passion for inclusive music education
- Strategic thinking abilities
- Commitment to youth voice and EDI
- Strong communication skills

Education sector representatives

- Current School Lead role in Gloucestershire, Swindon or Wiltshire
- Understanding of music education landscape and school needs
- Experience in developing inclusive music programmes

Young people representatives (18-25)

- Experience of music education and/or music-making (formal or informal)
- Fresh perspective on young people's engagement
- Commitment to developing leadership skills

EDI champion

- Experience in promoting equality, diversity and inclusion
- Understanding and lived experience of barriers facing underrepresented groups
- Track record of implementing positive change

Industry/business representatives

- Professional experience in music industry or related business
- Commercial experience
- Understanding of progression routes
- Network of industry connections

Community representatives

- Experience in community music or arts initiatives
- Understanding of local needs and opportunities
- Track record of community engagement

SUPPORT AND DEVELOPMENT.

All board members receive:

- Comprehensive induction programme
- Administrative support
- Access to national networks
- Training opportunities
- All expenses reimbursed

Additional support for young people representatives:

- Remuneration (£15/hour)
- Dedicated mentoring
- Leadership development programme

MAKING YOUR IMPACT.

As a board member, you will:

- Help shape music education strategy across three counties
- Champion policies that could become national models
- Contribute to a diverse and dynamic board
- Make music education more accessible
- Impact thousands of young peoples' lives



HOW TO APPLY.

Ready to help transform music education across Gloucestershire, Swindon and Wiltshire?

To arrange an informal discussion about the role, email GSWMusicHub@gloucestershire.gov.uk

Submit either:

- A CV and short cover letter, or
- A 2-minute video/voice recording

Your application should explain why you're interested in the role and what you'll bring to it.

Applications should be sent to GSWMusicHub@gloucestershire.gov.uk by 24th January 2025

These roles are subject to standard DBS checks

If you require reasonable adjustments due to a disability to fully participate in the process, please let us know.

Selection Process

1. All applications will be reviewed by the Consortium Executive Team and Board co-chairs
2. Shortlisted candidates will be notified in February followed by an interview (dates to be confirmed).

Thank you for your interest in these roles. We look forward to hearing how your enthusiasm, experience and innovative thinking could help transform music education across our region.