

SEND Musical Access, Inclusion and Belonging Programme 2023-25/26

Strategic Lead Consultant – Job Description & Post Specification

This programme has only been made possible due to core funding from John Lyon's Charity over 3 years, and we are grateful to them for their support and belief in the SEND Musical Access, Inclusion and Belonging Programme.

Post Specification

SEND Strategic Lead Consultant

Contract type: Freelance consultant, contracted by TBMH (£200per day, equivalent to £16k p.a.)

Term: 2 days per week during (x40 weeks of year). Flexible working pattern.

Reports to: TBMH Head (Project Director); and Chair TBMT (Fund holder)

From: *February 2023 to December 2025 (3 calendar years)
(*start date can be flexible and negotiated as needed)

Main areas of responsibility:

The SEND Strategic Lead Consultant, working directly to the Head TBMH (and Chair of TBMT) and backed with some administrative support from the TBMH/MBT, will lead on the following aspects of this programme:

- Conduct an audit and mapping exercise of music delivery by partner organisations across TBMT/Tri-borough SEND and Resource Base settings
- Develop the SEND Music Strategy with a laser focus on the overriding goal of this project to turn opportunities into meaningful pathways for SEND pupils
- Map specific skills and expertise across partner organisations, (e.g. with regard to delivering CPD for teachers or in-setting workshops)
- Agree, with LA SEND advisors, the schools/settings to focus on for the project, and refine any needs analysis of these settings
- Map quality and frequency of music provision in target settings, including by any regular external organisations delivering there
- Commission CPD for the workforce (TBMH tutors, partner organisations, settings-based personnel, Higher Education students), based on above mapping.
- Identify specific students for access funding according to needs
- Organise practice-sharing sessions for practitioners across the programme, as well as initiating music-leader exchanges
- Devise and co-ordinate annual showcase celebrations to provide high-quality musical experiences for pupils with a range of SEND needs.
- Support the opportunities for under-25s in peer-to-peer models, and mentoring routes
- Where appropriate and within budget, to commission partners (and external organisations if necessary) to deliver in-setting music workshops which model and scaffold musical approaches with staff; centre-specific CPD sessions; and more general CPD for practitioners.
- Co-ordinate creation of content for website, social media, resources and information for dissemination and wider SEND sector
- Ensure all aspects of the programme are evaluated through mapping and analysis of activity, and to provide contextual termly reports that can be shared with all partners and funders

Key attributes for post-holder:

- Sound knowledge and understanding of music-leading in the SEND sector
- Demonstrable evidence of experience of how the SEND sector and settings operate; and ability to show credibility of knowledge with setting lead staff.
- Suitably qualified and experienced to judge the quality of SEND sessions
- Outstanding interpersonal skills, initiative-driven; and pro-active with a proven track record in managing partnerships and bringing people from different sectors together.
- Experience of conducting detailed needs analysis and mapping
- Self-motivated and efficient; well organised
- An understanding of how Music Hubs work within the wider music education structures
- Experience of commissioning CPD to meet identified needs

Next steps and timeline

- Interested candidates may send their CV and a covering letter which responds to the key attributes to info@triboroughmusicshub.org.
- Apply by Monday 16th January 2023.
- Interviews TBC Tues 24th January 2023.
- Interested candidates are also invited to contact [Stuart Whatmore](#), Head of TBMH, to have an initial discussion regarding the role.



Supporting Information about the SEND Musical Access, Inclusion and Belonging Programme 2023-25/6

Overall Project Aim:

The overriding goal of this project is **‘to create new and innovative opportunities that will form part of meaningful pathways for SEND pupils’**. The principal aims of this programme are:

- a) To appoint a Strategic Lead for SEND to spearhead best-practice inclusion
- b) To identify SEND young people (LBHF, RBKC, WCC) and address their musical needs by providing progressive, engaging, and appropriate musical learning opportunities which raise the bar for pupil achievements.
- c) To turn opportunities into meaningful pathways for SEND pupils by working collaboratively with our partners and meeting identified need.
- d) To provide needs-based financial support for families of SEND pupils, where finance is a barrier, to support access to the activity.
- e) To upskill the workforce and increase the understanding of those working with the SEND young people to ensure that musical and additional needs of the young people are met

Outcomes:

- a) Increased numbers of SEND pupils participating in musical learning activity.
 - o 70 number of SEND CYP engaged in ensemble activity, and/or instrumental/vocal lessons.
- b) Increase number of SEND CYP taking part in annual high-quality performance events.
 - o 200 CYP taking part in celebratory events.
- c) Workforce and partner organisations demonstrate an increased awareness and knowledge of SEND best-practice and the barriers to music-making that CYP may experience.
 - o 6 training sessions per annum
- d) Professional musicians from under-represented SEND groups are engaged and employed in delivery.
 - o 5 professional musicians

NB: There are 10 SEND settings and 15 resource provisions in the three LAs

Activity:

1. Instrumental and vocal learning:

- Inclusive programmed musical activity and opportunity for SEND CYP (ensembles/choirs/Saturday Music School); plus c.5 SEND pupils to benefit from needs-based “access fund” support.

2. Performance and celebration

- High-quality inclusive performance events showcasing and celebrating what young people can achieve
 - o Yr 1 – [Music Makes Me](#) in June 2023,
 - o Yr 2 and Yr 3 showcase
 - o Partnership SEND performances including West London Inclusive Arts Festival

3. Improving and sharing best practice

- Programme of training for the wider workforce (music tutors, schools, TBMH/TBMT, partner organisations) led by SEND experts with opportunities to share knowledge and experience

4. Workforce diversity and inclusion

- SEND students will work in a peer-to-peer model alongside fellow young musicians to share their experiences and help develop inclusive approach
- Under-25s mentor programme for students (e.g. from RCM) to work alongside practitioners and pupils
- Positive role models - professional musicians from a range of backgrounds and circumstances to lead masterclasses with pupils to showcase different approaches
- Enhancing existing work of TBMH's Youth Voice council by hearing from and working with SEND young people and their families regarding needs and barriers.

About the Tri-borough Music Trust and Tri-borough Music Hub

Who we are:

Tri-borough Music Trust (TBMT) is the sister charity of the Tri-borough Music Hub (TBMH) which exists to amplify and support the work of the Hub through fundraising and strategic thinking.

The TBMH oversees the delivery of music education in the three West London boroughs of Hammersmith and Fulham, Kensington and Chelsea, and the City of Westminster. We work with schools, pupils, music educators and the community. We are a centralised LA service which receives core funding from the DfE via Arts Council England.

TBMH Strategic Partners are the Royal Albert Hall and the Royal College of Music. In addition, a quality-assured group of delivery partner organisations work to meet the TBMH's strategic aims and positively contribute to our stakeholders.

NB: Tri-borough Music Trust is the operating name for the 'Musical Boroughs Trust' and transitioned to this new name in December 2022. For clarity, the TBMT remains legally constituted as Musical Boroughs Trust.

Vision

Our **vision** is for every child or young person to be able to access enriching and relatable musical experiences, whatever their age, ability, or life circumstances.

Music Education for All

The TBMH works hard to provide a fully inclusive service to ensure that our outputs are embedded in representation, equity, diversity, and inclusion - we aspire to be REDI. We champion the importance of Youth Voice, respond to need, and support all our learners, including our most vulnerable SEND learners.

Key Themes in the evolution of the TBMH

Four common themes have emerged from our 2021 stakeholder consultation and research, which highlight the challenges that need to be overcome in order to deliver the best possible service.

- **Access, diversity, & inclusion:**
Ensuring all CYP who wish to access our services, can do so
- **Children's enjoyment and wellbeing:**
Providing enjoyable activities for children and young people and supporting their health and wellbeing as we emerge from the challenges of the pandemic
- **Youth voice:**
Ensuring that young voices are at the heart of our offers and the decisions we make as a service
- **Relationships and communication:**
The importance of listening to and communicating clearly with our audiences, partners, service users and workforce.

