



Trustee Recruitment Pack

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Vision, Mission & Values

Our Vision

A world where orchestras are open to everyone

Our Mission

To make orchestras accessible to young disabled musicians

Our Values

Diversity - we celebrate, embody and draw strength from diversity

Ambition - we support everyone we work with to reach their potential

Creativity - we know that creativity is the lifeblood of our organisation

Excellence - we ensure that every element of our work is of high quality

Integrity - we are honest and upfront in every aspect of our work

Introduction

Open Up Music has a simple mission, to ensure that orchestras are accessible to disabled young musicians. We believe that orchestras should belong to everyone. Unfortunately, for the most part, disabled representation within orchestral players, composers, staff teams and audiences continues to be an unrealised opportunity.

Since 2007, Open Up Music has supported the musical development of hundreds of the UK's most marginalised young musicians. Through our innovative, award-winning programmes we empower disabled young people to radically redefine the ideas of "The Orchestra", tackling inequality, inspiring new instruments and creating new musical forms for the 21st century.

Our programmes are delivered in partnership with some of the UK's most preeminent arts and cultural organisations, Music Education Hubs and educational institutions. Together, we are challenging the disabling barriers that orchestras present to disabled people to create a world where orchestras are open to everyone.

Our Programmes

Open Orchestras

Open Orchestras is a response to the challenge of poor music provision in special schools. This award-winning¹ programme provides Music Education Hubs, arts organisations and special schools across the country with the tools and support they need to establish and maintain accessible school orchestras.

In return for a subsidised annual subscription, Open Orchestras provides digital learning resources, including accessible musical repertoire, schemes of work, an evaluation framework and our award-winning² accessible digital instrument, the Clarion™, underpinned by training and mentoring sessions.

Originally piloted in six special schools in Greater Bristol between 2013-15, Open Orchestras is currently supporting the musical and personal development of over 500 young disabled musicians in 40

¹ Music Teacher Awards - Outstanding SEND Resource 2019 - <http://bit.ly/2pnkrNL>

² One Handed Musical Instrument Trust - Special Innovation 2017- <http://bit.ly/2oMLX7t>

orchestras across the country - in the South, South-West, West-Midlands, East and North-East of England.

National Open Youth Orchestra

The National Open Youth Orchestra (NOYO) is the world's first disabled-led national youth orchestra³, launched in September 2018 to give some of the UK's most talented disabled young musicians a progression route. It promotes musical excellence, empowering musicians aged 11-25 to train and perform together as members of a pioneering ensemble.

The programme is delivered through partnerships with some of the UK's leading arts and cultural organisations including Barbican, Bournemouth Symphony Orchestra, Bristol Music Trust, Guildhall School of Music & Drama and the National Centre for Inclusive Excellence.

NOYO aims to shape the modern orchestra by showcasing how diversity can act as a catalyst for exciting music that marries the sounds of electronic and acoustic instruments. In 2015, a pilot for NOYO, the South-West Open Youth Orchestra, won a Royal Philharmonic Society Award⁴ – the highest recognition for live classical music-making in the UK.

Research & Development

These programmes are underpinned by an ongoing R&D programme creating a new generation of accessible musical instruments; and the commissioning of new repertoire that expresses the musical identities of young disabled musicians.

Through Open Orchestras we rework existing music into musical “building blocks” and have developed a unique system of accessible music notation. Through NOYO we have commissioned award-winning⁵ music that can also be restructured to meet the needs and unique musical identities of the musicians that are playing it.

Developed by Open Up Music over an eight-year period; Clarion™ is an accessible musical instrument that can be played with any part of the body, including the head, feet and even the eyes. With its highly customisable graphical user interface, the sound, colour, layout, shape

³ Rhinegold Publishing - <http://bit.ly/2Bcmg2J>

⁴ Royal Philharmonic Society - <http://bit.ly/2VNczBs>

⁵ British Composer Awards - <http://bit.ly/31gWsgv>

and complexity of the instrument can be altered to suit the needs of each musician.

Our Journey

2007–2012: The organisation launches as the MUSE Project Community Interest Company. Accessible musical instrument prototypes are created through participatory design, in partnership with Cardiff Metropolitan University.

2012–2014: The first Open Orchestras are launched within special schools in the South-West of England. During this period 6 Open Orchestras are launched. One instrument prototype shows incredible promise and is developed into the Clarion™ - underpinning the expansion of the Open Orchestras programme.

2015–2017: In September 2015, the South-West Open Youth Orchestra is launched. The orchestra is awarded the much-coveted Royal Philharmonic Society “Learning and Participation” music award in 2017. During this period our Open Orchestras programme expands nationally, increasing to 25 orchestras that stretch from Truro to Tyneside.

2018-2019: In September 2018, Open Up Music launches the “National Open Youth Orchestra” creating the world’s first disabled-led national youth ensemble. The national expansion of Open Orchestras continues, as of September 2019, there are 40 Open Orchestras nationally.

Our Board

Our work is supported by a committed Board of Trustees with experience in the areas of music, Special Educational Needs and/ or Disability, academia, education, local government, research, design and management.

We are currently seeking new trustees. Enquiries from individuals who identify as disabled are very welcome, as we strive to ensure that our charity is led by the community we serve. We are looking for individuals with experience in the following areas: music education, orchestras, disability arts, income generation, marketing and legal. We especially need to appoint someone with experience of corporate or charity finance as Treasurer for the charity.

Trustees Responsibilities

Our Trustees are responsible for Open Up Music's vision, mission, strategic direction and governance. The Board of Trustees is also duty-bound to ensure that the charity complies with all legal and statutory requirements. For further details please see the Charity Commission guidance - [The essential trustee: what you need to know, what you need to do.](#)

Board meetings

The Board meet 6 times a year. There are 4 Board meetings which generally take place in the evening at our Bristol office, in March, June, September and December. These meetings can be accessed either in person, or remotely using video conferencing.

There are also two Away Days per year, one in November and another in April. These meetings provide us with opportunities to discuss strategic issues in more depth. The Annual General Meeting also forms part of the April Away Day. In addition, the Remuneration Committee meets in July.

Up and coming meetings include:

- 23 Mar 2020 Board Meeting
- 28 Apr 2020 AGM
- 22 Jun 2020 Board Meeting
- TBC Jul 2020 Remuneration Committee
- 28 Sep 2020 Board Meeting
- TBC Nov Board Away Day
- 14 Dec 2020 Board Meeting

Terms of office

Appointments are for three years, in the first instance. One third of the Trustees must retire at each AGM, those longest in office retiring first, but a retiring Trustee may be reappointed.

Remuneration/Expenses

Trustee posts are unremunerated but reimbursement is made for all reasonable expenses in the discharge of Trustees' duties on behalf of Open Up Music.

Trustee Recruitment

Interested in finding out more?

If you are interested in becoming a Trustee, please email to let us know how your particular experience would be of value to Open Up Music and its future.

Please send an expression of interest and your CV, to our CEO Barry Farrimond on barry@openupmusic.org or our Chair Gaynor Kavanagh on kavanagh.gaynor@gmail.com

You can also give Barry a call on 07974260383 if you fancy a chat about this opportunity or have any questions about Open Up Music and its work.

Next steps

We will be in touch to let you know whether we would like to take your application to the next stage.

If your skills and experience are what we're looking for we will invite you to meet with the Chair and the CEO and give you the opportunity to attend a Trustee meeting.

Appointments will be made subject to satisfactory references and a declaration of any interests you hold. Trustees are also required to have an Enhanced DBS check for the child workforce. If you don't already have a DBS certificate this can be arranged through Open Up Music.

We look forward to hearing from you!