

# BROMLEY YOUTH MUSIC TRUST



SEEKING TRUSTEES  
2021



BYMT | Southborough Lane | Bromley | BR2 8AA | [bymt.co.uk](http://bymt.co.uk) | registered charity no. 1031590

# INTRODUCTION



Bromley Youth Music Trust (BYMT) is an independent music service nationally renowned for providing high-quality instrumental, vocal and ensemble tuition to tens of thousands of children, young people and adults in the London Borough of Bromley. BYMT has successfully operated as an independent music service for more than 26 years and is the largest cultural organisation in Bromley, with 142 employees and 189 freelance teachers. BYMT is also the lead partner for Bromley Music Education Hub and collaborates with the local authority, schools, art organisations, community organisations and other music hubs to create joined-up music education provision that responds to local need and fulfils the objectives of the National Plan for Music Education.

**It is our vision that all children, young people and the wider community benefit from the enriching and transformative power of music.**

Our Board of Trustees has an important part to play in helping us to achieve our vision. Becoming a trustee at BYMT will allow you to use your professional skills and life experiences to make a real impact and be part of our success story. **We have bold ambitions and wish to appoint 4 new trustees who will help us to deliver our vision. We are particularly interested in candidates with expertise in one or more of the following areas: finance, inclusion, education and the arts.**

# VISION & STRATEGIC AIMS



## VISION

Our vision is that **all** children, young people and the wider Bromley community have the opportunity to benefit from the enriching and transformative power of music.

## Strategic aims:

- Support schools in providing an outstanding music education.
- Develop our progression pathways, so children and young people can access a broad range which meet their needs and interests.
- Nurture life-long enjoyment of music.
- Ensure that everyone is included. That children and young people's music is:
  - ◇ **Holistic.** with an emphasis on personal, social and musical outcomes.
  - ◇ **Equitable.** Those facing the biggest barriers receive the most support.
  - ◇ **Authentic.** Developed with and informed by the people we do it for.
  - ◇ **Representative.** Participants/ colleagues represent our diverse society.
  - ◇ **Diverse.** All musical genres, styles, practices are valued equally.
- Everyone in the wider community knows that we exist, what we can offer them or their families and how to access our offer.

## VALUES

- Excellence at the heart of what we do.
- We believe that everyone should be able to explore their creativity and enrich their lives through music.
- We celebrate diversity of all music forms and makers.
- We believe learning and interaction with music should be engaging, inclusive, progressive and undertaken in a supportive environment.
- Respect and professionalism in all that we do.

# ACHIEVEMENTS



## Some of our recent achievements

2019/2020

- It's important that everybody in the wider community of Bromley can engage and participate with BYMT regardless of their needs, income, personal circumstances, age and where they live. The Young Musician's Bursary is an important part of this, and we're pleased to have been able to provide financial assistance to over 540 children last year.
- 3,790 students received individual instrumental or singing lessons each week.
- 4,500 children took part in whole class instrumental teaching and large group lessons.
- We delivered 130 regular ensembles and choirs across the borough and in schools.
- 1000 children regularly participated in BYMT activities each week.
- We held 60 major events and concerts, including 3 fully staged musical theatre productions, and 100 of our students participated in concert tours to France and Germany.
- As well as ensuring all children in the wider Bromley community have access to music, we've also worked hard to provide this opportunity to adults. As a result, 300 adult musicians regularly attended our music centre participating in a number of activities including the Adult Choir.

**Throughout 2020 and into 2021, BYMT has been a beacon of optimism, innovation and a determination to Keep Making Music.**

- 2300 students continued learning online.
- More than 10 hours of streamed concerts were produced and have been viewed more than 6000 times.
- Music lesson videos were produced for 23 schools and streamed online.
- Online fundraising campaigns raised £30,000.

# WHAT'S INVOLVED?



## Our Board of Trustees

The Board is currently made up of 6 individuals from across the commercial, charity, education and arts sectors who give their time and expertise voluntarily to help BYMT achieve its aims. The Board has ultimate responsibility for the strategic direction, development and governance of the organisation. Trustees offer guidance and expertise to the Executive Team, to whom day to day management of the organisation is delegated.

## Time Commitment

There are typically three board meetings per year, normally lasting up to 2 hours, which take place at BYMT's Centre in Southborough Lane, Bromley. During the Coronavirus pandemic, all meetings have been held via video conference.

Board members are also expected to take additional roles as appropriate on one of four sub-committees: Finance, Business Development, Personnel, or Standards & Compliance. Sub-committee meetings take place three times a year, in advance of each Board meeting, and normally last up to 1.5 hours.

Time will also need to be made for reading and preparing for the meetings and providing ad hoc advice to staff as appropriate. Trustees are also encouraged to attend BYMT performances and to support development events.

## Trustee Role

The role of a BYMT trustee is to provide strategic leadership and guidance in line with the charity's strategic plan and objectives. A trustee term of office is six years with an option to be re-elected for a further six years after one year break. These are voluntary positions and as such there is no remuneration.

Using your knowledge, skills and experience, you will ensure that BYMT wisely manages its resources and maximises its impact through its work. We are particularly interested in candidates with expertise in one or more of the following areas: finance, inclusion, education and the arts.

# SKILLS AND EXPERIENCE



## Trustee Candidate Profile

In addition to these specific areas of experience, we are seeking individuals who have the capability of contributing constructively to the Board and can show:

- The ability to demonstrate incisive, strategic thinking.
- An understanding of the issues faced by management teams in small frontline charities.
- An ability to work well as part of a team of trustees and in support of the Executive Team.
- Excellent communication skills with an instinct to listen first, the confidence to challenge supportively and the interpersonal skills to build consensus.
- An understanding and acceptance of the legal duties, liabilities and responsibilities of trustees and clarity on the difference between governance functions and management functions.
- Good, independent judgement and strategic vision.
- A commitment to equality and diversity and willingness to actively develop and promote BYMT's plans in this respect.
- A passion for and commitment to BYMT's vision, mission and values and a willingness to engage with the activities of the organisation, including attending performances.

BYMT encourages applications from all sections of the community. We value diversity and promote inclusion, which we demonstrate through our activities, as well as in our policies and working practices. Reinforced by our culture and values, we seek to create an inspiring and inclusive place to work and learn.

Please use this link to view the full role description and person specification: [Click here](#)

# HOW TO APPLY



## Application Procedure

Applicants should submit a full curriculum vitae and a covering letter explaining their interest in this opportunity and the relevance of their experience to Sue Brown, Deputy Head of Service: [sue@bymt.co.uk](mailto:sue@bymt.co.uk)

Applicants who may have a potential conflict of interest should state it in their application so that this can be considered as part of the recruitment process.

If you would like an informal and confidential chat about the role before applying, contact Sue Brown [sue@bymt.co.uk](mailto:sue@bymt.co.uk) who will arrange for you to speak with our Chief Executive/Head of Service, Gerald Sterling or our Chair of Trustees, Len Blomstrand.

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In order to assist with our equal opportunities monitoring, we would be grateful if you could please complete and return the [equal opportunities monitoring form](#) with your application.

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