

Trustee BROMLEY YOUTH MUSIC TRUST (BYMT)

CONTEXT

Bromley is London's largest borough geographically with around 50,000 Children and Young People (CYP) of school age.

BYMT has been housed in premises on the same site as Southborough School (formerly Southborough Infant School) since 1986 and in 2016 BYMT secured a ten-year lease for this building.

BYMT is financially resilient with good reserves and the annual audited accounts show a balanced budget for 2018/19.

Originally part of Bromley Local Education Authority, Bromley Youth Music Trust became an independent charitable company limited by guarantee in April 1994 and in 2012 was recognised by Arts Council England as lead partner in Bromley Music Education Hub (BMEH).

In their latest feedback letter, Arts Council England considered BYMT as 'minor risk'. A very positive report in all areas.

The BMEH is a partnership of organisations committed to delivering the aims of the National Plan for Music Education for the Children and Young People of Bromley. As lead partner of the BMEH, BYMT works with its various partners to deliver the promises of the National Plan. In addition we have recently strengthened our Adult Music offer and 300 adults regularly participate in activities throughout the week.

The Role of Bromley Music Education Hub:

- **First Access:** Ensure that every child aged 5 - 18 has the opportunity to learn a musical instrument (other than voice) through whole-class ensemble teaching programmes for ideally a year (but for a minimum of a term) of weekly tuition on the same instrument.
- **Progression:** Ensure that clear progression routes are available and affordable to all young people.
- **Ensembles:** Provide opportunities to play in ensembles and to perform from an early stage.
- **Singing:** Develop a singing strategy to ensure that every pupil sings regularly, and that choirs and other vocal ensembles are available in the area.
- **Continuous Professional Development:** CPD for school staff, particularly in supporting schools to deliver music in the curriculum.
- **Instrument Hire:** Provide an instrument loan service, with remission for those on low incomes.
- **Live Music Opportunities:** Provide access to large scale and high-quality music experiences for pupils, working with professional musicians and venues. This will include undertaking work to publicise the opportunities available to all stakeholders.

All this to be delivered with inclusion, culture and excellence at the heart of its ethos.

BYMT has established a reputation for its high quality comprehensive instrumental and vocal music education, through individual and group tuition in schools, as well as providing opportunities for performance in a wide range of settings to enhance the musical understanding and appreciation of the pupils and the wider community. In 2018, 18,644 children and young people made music with us, of which 5,072 had individual lessons.

TRUST BOARD

The BYMT Management Board has ultimate responsibility along with the CEO for Bromley Youth Music Trust. Core roles of a Trustee include

- overall control of BYMT's current business operations
- responsible management of BYMT's resources
- oversight of BYMT strategy and Development Plan
- ensuring that the needs of all BYMT stakeholders are considered with equal merit.

The BYMT Management Board consists of the following but is not limited to:

Voting members of the Board

- All appointed Directors (Trustees/ Members) – independent persons who can give a significant contribution to the welfare of the service. Every Director has one vote. The company can operate with a minimum of three Directors.

Non-voting members of the Board – advisors and representatives

<ul style="list-style-type: none"> • The current CEO of BYMT (ex-officio). • The Company Secretary who is a member of BYMT ancillary staff. • One Hon. Treasurer who is a qualified accountant. 	<p>The Directors appoint individuals to these positions for and on behalf of BYMT and they are automatically members of the Management Board. However, they are not Directors/ Trustees/ Members.</p>
<ul style="list-style-type: none"> • Two members of BYMT Staff: one from the employed teaching staff and a licenced teacher representative. • One borough Councillor • One Head Teacher or equivalent to represent the Bromley Primary School sector and one Head Teacher or equivalent to represent the Bromley Secondary School sector • Any other advisors deemed appropriate. 	<p>These individuals are selected as described below. Directors have rights to replace or request re-election at any time during the tenure of the individual.</p>

Tenure of office and appointment/ election

Role	Tenure	Appointment
Directors	Directors are appointed for a six year term. At the end of their six year term, Directors are required to resign from their position. They may be re-appointed to a vacant Director position after a minimum of a one year break. Directors can serve a maximum of two terms (12 years in total)	Directors positions are advertised when an existing Director reaches the end of their six year term. Typically these positions become vacant at the end of a school academic year (July) and appointments are made for the start of the next academic year (September). Applicants are required to undertake a formal interview with representatives of the employed staff and Directors.
Chair and vice chair of Directors	The positions of chair and vice chair of Directors (and thus the Management Board) are held for one year. The chair and vice chair can be re-elected after one rotation.	The chair and vice chair positions are elected by the Directors by vote at the Annual General Meeting.
CEO, Company Secretary and Hon. Treasurer	These roles on the Management Board are elected for an indefinite period of time or until a casual vacancy becomes available or there is reason to remove individuals from these posts.	The CEO is employed by BYMT and appointed by the Directors. The Company Secretary is selected by Directors from the ancillary BYMT employed staff. The Hon. Treasurer is appointed by the Directors.

Other advisors and representatives as detailed above	These roles are selected or invited to join the Management Board for a period of three years.	At the end of the three-year term, these roles are appointed as follows: The employed teaching staff representative and licenced teaching staff representative are selected from and by their colleagues. The Borough Councillor is selected and nominated by the Local Authority. The schools' representatives and any other advisors deemed appropriate are invited to be members of the Management Board by the CEO or Directors in accordance with the Articles of Association.
Directors reserve the right to ask for the resignation of any member of the Management Board who does not attend 3 consecutive meetings.		

EXPERIENCE

We are looking to appoint a Trustee who has a broad knowledge of BYMT and who is able to promote, support and enhance the work of the Trust. BYMT Trustees are an integral part of the organisation and should be committed to playing an active role. We are particularly looking for people who have experience / and or an interest in

- finance
- charitable organisations
- music / music education

APPLICATION PROCESS

Application Forms can be obtained from

Sue Brown,
Company Secretary
Bromley Youth Music Trust,
Southborough lane,
Bromley,
BR2 8AA.

E: sue@bymt.co.uk

Interviews will be arranged at a mutually convenient time.

Successful applicants will be subject to an Enhanced Disclosure and Barring Service (DBS) check.

Bromley Youth Music Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

We seek to promote a climate where children and adults will feel confident about sharing concerns which they may have about their own safety or the well-being of others.

Bromley Youth Music Trust is committed to valuing and celebrating diversity and promoting equality of opportunity for all its staff and students. We are working to create a learning and working environment which is free from prejudice, discrimination, intimidation and all forms of harassment including bullying. Respect for rights is at the heart of our planning, policies, practice and ethos and we expect all members of our community to model this in their behaviour and relationships.