



Music Education Hub
Cultural Education Hub
Music Therapy and Wellbeing
Music Education

Recruitment Pack

Head of the Cultural Education Hub



*Our vision is a world where everyone can thrive and achieve
through the power of music, arts and culture*

West of England Music and Arts

West of England Music and Arts (WEMA) is a charity driving forward music, arts and cultural education in the West of England and beyond.

WEMA, as the parent charity, drives regional and national strategy and delivery across four areas of work:

West of England Music Education Hub

The Music Education Hub launched in September 2022 bringing together the pre-existing Music Education Hubs of Bath and North East Somerset, North Somerset and South Gloucestershire under one roof as a regional powerhouse for music education.

The West of England Music Education Hub supports students, families, schools and education settings in the 3 unitary authorities, funded by the Department for Education to deliver the National Plan for Music Education. This work includes supporting and advising schools, delivering a range of experiences and opportunities for student and schools and working with partners to create and co-deliver the area strategic plan to ensure every child, family and school has access to high quality, inspirational, life-changing music.

As a charity, we raise funds through grants, sponsorship and donations to expand the reach of our inclusive programmes, focussing on the needs and aspirations of those who are vulnerable and in challenging circumstances.

West of England Cultural Education Hub

In the spring of 2023, inspired by Government's work towards a Cultural Education Strategy, we brought together a range of local partners to build on WEMA's success as a music education hub. WEMA's aspiration is to support schools, cultural practitioners and organisations, with an aspiration that 'every child has the opportunity to access a cultural activity every year'.

In Autumn 2023, WEMA was awarded significant funding from Arts Council England's Place Partnership fund, as part of the West of England Combined Authority's £3.1m 'Culture West' programme. WEMA, as lead of one of the four Culture West delivery strands, has been enabled to transform the Cultural Hub into a dynamic centre for training, partnership building and cultural pathways for young people and cultural practitioners across the West of England.

West of England Music Therapy and Wellbeing

We are one of only a very few education hubs in the country to offer a music therapy service, which supports the most vulnerable young people and adults. Our team of qualified, registered Music Therapists work in schools and other settings, engaging in one-to-one and family therapy.

Complementing our music therapy is our work to promote and realise the power of music on every person's wellbeing. We support schools in their wellbeing curriculum, work with

individuals and groups of young people and adults in, or at risk of, social, emotional and mental health difficulties. Our ambition is to support all those in our region to thrive and achieve through the power of music.

West of England Music

This is the traded arm of the charity and is home to our delivery of tuition, courses and programmes. These services are charged to parent/carers and schools, with the traded service receiving funding from the charity to support those who cannot afford to pay for lessons.

Our team of c. 150 music teachers and music therapists deliver over 50,000 hours of activity every year, covering over 95% of schools and a range of other community and education settings.

Through our work, thousands of young people take up the opportunity to learn a musical instrument, sing, play in groups and orchestras, take part in term-time and holiday projects and courses, create their own music, explore their creativity and build lifelong confidence and resilience. Many take part to enjoy the personal and social benefits of music, whilst those who wish to progress with their music are supporting and inspired to achieve the highest standards and progress into a career in music.



Head of the Cultural Education Hub

Through the Culture West funding, we are able to transform the Cultural Education Hub (CEH) into a dynamic centre for training, partnership building and cultural pathways for young people and cultural practitioners across the West of England.

The Head of the Cultural Hub is responsible for delivering on our aspiration that 'every child has the opportunity to access a cultural activity every year'.

The postholder will develop the strategies, networks and opportunities necessary to deliver three core outcomes (see graphic on final page):

- Driving up breadth, skills, knowledge and standards in schools' cultural curriculum
- Building networks and training opportunities to better enable cultural practitioners and organisations to engage with schools
- Facilitate partnerships between the education and cultural sectors, ensuring sustainable, progressive cultural opportunities in and out of education settings

Our commitment to accessibility and inclusion underpins all our outcomes. The postholder will ensure that all children and young people, regardless of their needs and circumstances, can participate, thrive and achieve in their cultural ambitions.

The role is offered as a full-time post, though we welcome applications to work part-time as a job share. The full-time equivalent post is 37 hours per week on an 18-month fixed-term contract (to be extended if further funding becomes available). The role is based at our office at Little Stoke School in South Gloucestershire, though much of the time will be spent engaging with users and partners across the region. Home working is encouraged where it best serves productivity.

To apply, please complete the online application at www.wema.org.uk/jobs

Closing date: 9.00am, Monday 14th October 2024. Interviews will take place on Wednesday 16th October, with the successful candidate starting work as soon as possible once employment checks have been completed. If you wish to discuss the role informally before applying, please contact Simon Lock, CEO; simon.lock@wema.org.uk



Unscripted: The West of England Creative Inclusive Ensemble

The role requires substantial contact with children, therefore applicants are required, by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended), and the Disclosure of Criminal Background of those with Access to Children (Children's Act 1989) to reveal any criminal convictions, bind-overs or cautions, including those which would normally be regarded as 'spent'. The role is also subject to screening by the Disclosure and Barring Service.



We are an inclusive organisation and actively promote equality of opportunity for all to ensure our organisation delivers on its values and is representative of the diverse communities we serve.

We welcome applications from all people, especially those who face barriers to access or participation. We are committed to making adjustments to enable everyone to apply for, and carrying out, any of our roles.

Head of Cultural Education Hub – Job Description and Person Specification

Role purpose	To lead the delivery of the West of England Cultural Education Hub
Location	Based in Little Stoke, Bristol, with home working and essential travel to locations across the region
Terms	£44,000 - £49,000 per annum Full time: 37 hours per week, all year round. Flexibility to work occasional evenings and weekends (TOIL) essential. 18-month fixed term contract
People/staff responsibilities	Freelance cultural practitioners, cultural organisations and education settings
Reports to	Chief Executive Officer
Key Accountabilities	<ul style="list-style-type: none"> • Lead on the delivery of WEMA’s West of England Cultural Education Hub (CEH), creating a vibrant, aspirational and innovative Hub for the West of England • Lead on the development and delivery of the CEH’s strategy, taking account of other local and national Cultural strategies • Ensuring data-driven monitoring, review and reflection, ensuring targets are monitored and achieved. • Drive continuous improvement in the standards of cultural education across the region through wide-ranging stakeholder needs analysis and consultation. • Establish a broad network of freelance and organisational cultural delivery partners and 1) develop appropriate CPD programmes for the network and 2) broker sustainable partnerships between cultural partners and education settings • Work in partnership with schools to improve standards and access to cultural education, in both the Cultural and SEMH curricula (in conjunction with WEMA’s programme leaders). • Develop Cultural Ambassadors, both young people and established artists, to inspire and promote the CEH. • Develop a progression strategy, ensuring young people have access to aspirational cultural education and activities (formal and informal) through their education and into career opportunities • Working with WEMA’s Inclusion Lead, ensure that EDI is at the heart of the CEH’s ethos and delivery. • Co-ordinate the work of organisations and practitioners associated with the CEH • Lead on the development and delivery of cultural programming to support the CEH • Proactively support the leadership team in establishing ways of working which drive a high-performance culture. • Respond as appropriate to the CEO and the CEH’s funders re reporting, evidencing achievements and celebrating success. • Oversee and report on budgets (with support if required) • Work in partnership with Marketing and Communications to inform and innovate the delivery of cultural education services.

Qualifications	<ul style="list-style-type: none"> • Relevant professional qualifications or experiences in either (or both) of the cultural or education industries
Skills and experience	<ul style="list-style-type: none"> • Experience of leading, delivering and managing large-scale arts and/or cultural programmes • Extensive knowledge of the cultural education landscape • Extensive links with the cultural practitioner community, locally and nationally • Good understanding of the current education landscape and agenda • Self-reflective and rigorously challenging (of self and others), leading to a culture of innovation and improvement at all times. • Evidence of ongoing professional development
Person Specification	<ul style="list-style-type: none"> • An inclusive and progressive leader who has a passion for culture and its impact on young people. • Resilient, practical and a self-starter; comfortable with working on own and in teams. • Demonstrates a high level of professionalism and confidentiality. • Excellent listening and communication skills, with the ability to influence and coach others. • A natural relationship builder, liaising effectively across a range of community, corporate, commercial and education stakeholders.

