



# Independent Chair / Vice Chair Recruitment Pack

Hub Lead Organisation



**Westmorland  
& Furness  
Council**

Supported using public funding by



Department  
for Education



**ARTS COUNCIL  
ENGLAND**



A woman with curly brown hair, wearing a dark blue polo shirt with the 'Cumbria Music Hub' logo, is speaking to a group of young people. The young people are seen from the back or side, wearing green school uniforms. They are in a room with white walls, a black ceiling with exposed pipes, and a black floor. A black speaker on a stand is visible in the background.

# Hello

Do you have a passion  
for music and education  
and a commitment to  
using these to improve  
the lives of children and  
young people in  
Cumbria?

If the answer is yes, then  
we are currently  
recruiting for a voluntary,  
Independent Chair and  
Independent  
Vice Chair for  
Cumbria Music Hub



# Introduction



Music Hubs were established to create joined up local music education and deliver the objectives of the National Plan for Music Education. Funded by the Department for Education, under the Music Hub Investment Programme managed by Arts Council England, Cumbria Music Hub is part of the portfolio of 43 music hubs nationally and is a partnership between Westmorland and Furness Local Authority (who act as the hub lead organisation with overall responsibility for the day to day running of the hub and accountability for the funding), Cumberland Local Authority and a range of national and local delivery partners.

We work together to deliver the government's vision that "all children and young people. learn to sing, play an instrument and create music together, and have the opportunity to progress their musical interests and talents, including professionally" (Arts Council England).

We deliver against the three Aims of the National Plan for Music Education - The Power of Music to Change Lives (June 2022):

- To support schools and other education settings to deliver high-quality music education.
- To support all children and young people to engage with a range of musical opportunities in and out of school.
- To support young people to further develop their musical interests and talent, including into employment.

The key role of the Board is to scrutinise the organisation's strategic work – offering support, advice and challenge, ensuring we respond to local, regional and national agendas, leading on raising standards, broadening provision and strengthening progressive musical opportunities.

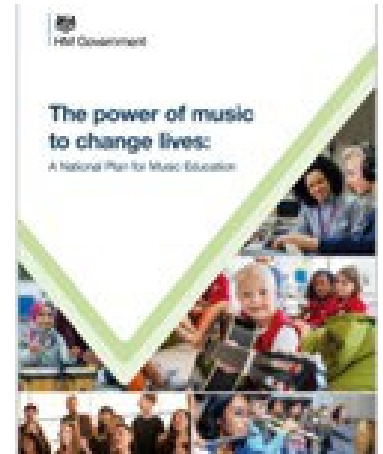
**If this sounds like something you can contribute to, we really want to hear from you, please read on to find out more information.**



# National Plan for Music Education

## The power of music to change lives - A National Plan for Music Education

The National Plan for Music Education sets out the government's vision to enable all children and young people in England to learn to sing, play an instrument and create music together, and have the opportunity to progress their musical interests and talents. The plan sets out how this vision will be achieved by 2030, emphasising the importance of partnerships between education settings, music hubs, music organisations working with young people and the music industry. To achieve this, Hub Lead Organisations are awarded two ring-fenced grants (a revenue grant and capital grant).



## Cumbria Music Hub Local Plan for Music Education

Cumbria Music Hub Board scrutinises, challenges, and supports the Cumbria Local Plan for Music Education and advocates at local, regional, and national level for the benefits of a strong musical educational and performance offer for the children and young people of Cumbria. The Local Plan is extensive and makes provision for a range of both school based and out of school activities run by Cumbria Music Hub's partner organisations including: Individual and small group instrumental and vocal tuition, progression opportunities, Classroom Instrumental Learning Programmes, ensemble provision, Singing, flagship performances, inclusive SEND provision, digital music, continuous professional development opportunities for professionals, and promoting Further Education and Higher Education opportunities and career development.

# Cumbria Music Hub Board

Cumbria Music Hub Board plays a pivotal role in supporting all of the partners to fully implement the National Plan for Music Education, overseeing the work of the Hub; providing support and scrutiny in accordance with Arts Council England guidelines and robust governance in accordance with the Board's Terms of Reference. Cumbria Music Hub operates a strict Safeguarding Policy and champions safeguarding, equality, diversity, and inclusion.

## The responsibilities of the Cumbria Music Hub Board are:

To proactively promote and advocate for the work of Cumbria Music Hub and the power of music to transform the lives of children and young people and improve their life outcomes.

To review and scrutinise the work of Cumbria Music Hub through written and verbal presentations from Hub Lead Organisation officers and where relevant, delivery partners.

To ensure that Cumbria Music Hub is delivering its funding requirements and the aims and strategic priorities of the National Plan for Music Education 2022 and that the programme of activities being offered is of the highest possible quality.

To help set and monitor key performance indicators/SMART Targets included in the Local Plan for Music Education.

To advocate for the needs and priorities of the sector they represent and develop an understanding with colleagues about the wider needs of all stakeholders.

Working in accordance with an ethos of high expectation and high support – provide feedback on the performance and impact of Cumbria Music Hub to support a culture of continuous improvement for the benefit of the children and young people in Cumbria.

To monitor financial performance against Music Hub budgets and ensure that Hub financial resources are being used effectively and appropriately and that there is transparency and accountability as to how activities are being commissioned, funded and evaluated.

Utilise its collective knowledge and experience to offer strategic advice and support to inform future planning, prioritisation, and investment of Hub funding.

# Developing our new Board Arrangements

The Academic Year 2025/6 is a time of transition for Cumbria Music Hub as we complete our transition to our new Board arrangements in accordance with the Governance Framework as set out in the diagram below:









# Applications for Independent Chair/Vice-Chair of Cumbria Music Hub Board

Cumbria Music Hub is seeking to recruit a Chair and Vice-Chair that are independent of any of the organisations that are funded by the Music Hub.

The roles of the Chair/Vice-Chair are crucial in guiding, steering and facilitating a high performing Board in the delivery of outcomes for young people in Cumbria. This voluntary role presents a unique opportunity to make a meaningful contribution to the strategic development of music education for children and young people.

## Key responsibilities of the Chair include:

- Chair quarterly meetings of Cumbria Music Hub Board;
- Provide leadership, challenge and oversight to the Hub's strategic direction and decision-making process.
- Ensure the board operates within the agreed terms of reference.
- Foster a culture of inclusive debate and collaboration.
- Act as an advocate for the Hub at local, regional and national events.
- Support the development of the Hub vision for Music Education with a focus on accessibility, equity and excellence.

## You should have demonstrable experience of

- Chairing meetings and fostering collaboration.
- Championing and supporting music and music education.
- Strategic and creative thinking skills.
- Building and maintaining effective relationships with stakeholders.
- Knowledge of the local context and landscape re. music and music education.

- Previous experience of the role of governance in contributing to the achievement of organisational aims and objectives.



We would also expect all Board Members to work in accordance with the Seven Principles of Public Life: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership. [The Seven Principles of Public Life - GOV.UK](#)

In addition to the above, key responsibilities of the Vice- Chair would include

- Deputising for the Chair when the Chair is not available
- Chairing meetings of any Board Sub-Groups or committees as commissioned by the Board.

### **Remuneration**

- These are voluntary roles.
- Reasonable expenses may be claimed in respect of attendance at any in-person meetings.



# How to apply for the role of Independent Chair/Vice-Chair

We would like to hear about you, your motivation for applying and how your skills, knowledge and experience make you a strong candidate for the role. Please submit:

- an up-to-date CV, and
- a supporting covering letter of no more than two sides of A4, or a video lasting no longer than two minutes
- Details of two referees who can confirm that you have the skills, knowledge and experience to fulfil the role of independent chair.

Applications should be emailed to [musicservice@westmorlandandfurness.gov.uk](mailto:musicservice@westmorlandandfurness.gov.uk)

Please indicate in the email whether you are applying for the role of Independent Chair of Cumbria Music Hub Board or for the Vice-Chair role or whether you wish to be considered for both roles.

- Applications will close at 11.59pm on Friday 9 January 2026.
- Interviews will then be held with shortlisted applicants during January and February 2026.

The successful candidates will then be invited to a planning session with senior officers from the Hub Lead Organisation (Westmorland and Furness local authority) and will be invited to take up the roles of Chair and Vice-Chair during early 2026.





Cumbria Music Hub recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage Board member applications from people of all backgrounds. If you require any reasonable adaptations to the recruitment process and materials to support you during the application process, please email us at [musicservice@westmorlandandfurness.gov.uk](mailto:musicservice@westmorlandandfurness.gov.uk)

### **Disability confident**

We are proud to be disability confident and guarantee a supporting conversation to anyone disclosing a disability whose application meets the minimum criteria for the role.

### **If you have any questions**

To request a confidential conversation about applying to become the Chair or Vice-Chair Member of Cumbria Music Hub please contact:

[musicservice@westmorlandandfurness.gov.uk](mailto:musicservice@westmorlandandfurness.gov.uk)

**Thank you for your interest in the work of Cumbria Music Hub. We look forward to hearing from you!**

Hub Lead Organisation



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