



## **Independent Chair of North Yorkshire and York Music Hub Oversight Board**

### **Welcome and Introduction**

North Yorkshire & York Music Hub is entering an exciting new phase in its development. As one of the 43 Music Hubs funded through the Department for Education's national Music Hub Investment Programme, and supported by Arts Council England, we are responsible for ensuring that all children and young people—across every community, background, and setting—can access and progress through high-quality music education.

The North Yorkshire and York region comprises of over 500 schools and around 185,000 young people, making it one of the most expansive music education landscapes in the country. Delivering a coherent, high-quality offer at this scale requires careful oversight and a strong strategic framework to ensure that provision is responsive, equitable, and consistently effective. Our Hub brings together schools, local authorities, music education organisations, cultural partners, specialist inclusion organisations, universities, music centres and Lead Schools across York and North Yorkshire.

We are now seeking to appoint an Independent Chair to help lead the strategic development, governance, and oversight of this newly formed regional Hub. This voluntary role presents a unique opportunity to make a meaningful and lasting contribution to music education across a vibrant, ambitious, and culturally rich region.

### **What is a Music Hub?**

The 2022 National Plan of Music Education described Music Hubs as the following: Music Hubs are partnerships co-ordinated by a lead organisation and made up of schools and academy trusts, local authorities, music and wider arts and education organisations and charities, community or youth organisations, and more.

They are tasked with supporting joined-up music education provision both within and beyond schools, which responds to local need and fulfils the vision for children and young people to create music, learn a musical instrument, make music with others, learn to sing, and to have the opportunity to progress to the next level of excellence.

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They seek to understand and respond to local context, and to the needs and interests of children and young people, supporting them, their schools and other deliverers.

Each member of the partnership plays a role in providing the broadest range of opportunities and expertise.

The range of partners within the Hub should be determined at local level and include state funded schools in their area. The possibilities for entrepreneurial partnership should be broadly conceived – including music education organisations, music industry employers, private music teachers and schools, CPD and ITT providers, youth and community organisations, local cultural organisations, specialists in certain genres or instruments, and local colleges, independent or specialist music schools.

Partnerships could include national providers (such as national ensembles) or organisations which are not based in the area but have a presence or are regularly delivering in that area, for example, touring organisations.

The Music Hub lead organisation is responsible for the funding and accountability of the partnership. They are accountable for the effective use of DfE funding and the development of high-quality music education in their Hub area through the partnerships that they facilitate.

*National Plan for Music Education 2022, page 47*

[The power of music to change lives - A National Plan for Music Education](#)

### **About North Yorkshire and York Music Hub**

North Yorkshire and York Music Hub is led by North Yorkshire Council, the Hub Lead Organisation (HLO) appointed to coordinate and deliver high-quality music education across our area. To achieve this, we work collaboratively with a range of partners to provide music education in their communities.

Our Hub operates within North Yorkshire and York, ensuring that provision reflects local needs and priorities. We believe that our partners are best placed to deliver a music education programme that is inclusive and accessible for all children and young people. Our approach supports the shared ambition of both local authorities to serve every resident, regardless of background or circumstance.

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North Yorkshire and York Music Hub is an inclusive partnership of key providers of music education across North Yorkshire and York, working with Arts Council England (ACE) to support the delivery of The National Plan for Music Education (NPME) and to promote musical diversity and musical excellence. The Hub is committed to achieving the highest standards and the best possible opportunities for children and young people to achieve their musical potential.

Our vision, in line with the National Plan for Music Education, is to enable all children and young people to learn to sing, play an instrument and create music together, and have the opportunity to progress their musical interests and talents, including professionally.

Through partnerships and with wider musical networks, North Yorkshire and York Music Hub aims to:

1. Support schools and other education settings to deliver high-quality music education.
2. Support all children and young people to engage with a range of musical opportunities in and out of school.
3. Support young people to develop their musical interests and talent further, including into employment
4. Provide accessible routes to engagement, to support the needs of children and young people from all backgrounds and circumstances.

### **Purpose of the Independent Chair**

The Chair of the Music Hub Oversight Board provides clear leadership and direction, enabling the Board to work confidently and effectively in support of the Hub's vision. They will ensure that the skills, expertise and perspectives of all Board members—and the Hub Lead Organisation—are brought together to guide strategic decision-making and strengthen the overall impact of the Hub's work.

To carry out this role successfully, the Chair must maintain a broad and impartial view of the Hub's activity, including governance, delivery, partnerships, and performance.

In line with the requirements of the Music Hubs funding agreement, the Chair must be independent, meaning they should not:

- be employed by North Yorkshire Council Music Service

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- be connected to the Head of Service, the senior leadership team, or any organisation commissioned as a Hub delivery partner

**In providing guidance and leadership, the Independent Chair will ensure the Board:**

- Applies fair, consistent and evidence-based approaches to monitoring progress and making decisions about the Hub's aims and objectives
- Provides strong insight and challenge that supports effective and efficient strategic delivery
- Maintains independence and impartiality, ensuring appropriate accountability and oversight, supported by a clear conflict-of-interest policy, Terms of Reference, and an independent Chair empowered to meet or correspond with Arts Council England when required
- Brings a diversity of perspectives so that the Hub remains responsive, participatory and inclusive of all key stakeholders — including young people, schools, parents/carers, partners, and the wider arts, cultural, youth and music sectors
- Oversees robust and transparent quality assurance processes

**Key responsibilities of the Chair include:**

- Leading the quarterly meetings of the North Yorkshire and York Music Hub Board, ensuring they run smoothly, purposefully and with clear outcomes
- Providing strategic leadership, constructive challenge and effective oversight to support strong decision-making and the long-term direction of the Hub
- Ensuring the Board works in line with its agreed Terms of Reference and demonstrates high standards of governance
- Creating an environment where open, inclusive discussion is encouraged and all voices are heard
- Acting as a visible ambassador for the Hub, representing its work and values at local, regional and national levels
- Supporting the ongoing development of the Hub's vision for music education, championing accessibility, equity and high-quality provision for children and young people
- Bringing demonstrable experience of chairing meetings, enabling collaboration and leading groups with confidence
- Championing music and music education, with a strong commitment to its value and impact
- Applying strategic thinking and creativity to help shape the Hub's priorities and future direction
- Building and sustaining positive relationships with a broad range of stakeholders
- Bringing prior experience of governance and an understanding of how Boards support organisational aims and effective delivery

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All Board Members, including the Chair, are expected to uphold the **Seven Principles of Public Life**: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership (The Seven Principles of Public Life – GOV.UK).

### **North Yorkshire and York Music Hub Oversight Board**

The North Yorkshire and York Music Hub Oversight Board provides essential strategic leadership and oversight for the Hub, supporting all partners to deliver a high-quality, inclusive, and region-wide music education offer. The Board ensures that activity across the Hub reflects the ambitions of the National Plan for Music Education and meets the standards, expectations, and governance requirements set out by Arts Council England and the Hub Lead Organisation.

The Board plays a central role in maintaining robust governance, promoting transparency, and championing safeguarding, equality, diversity and inclusion across all aspects of the Hub's work. Through informed challenge, sector insight, and collaboration, the Board helps to shape and strengthen the Hub's long-term direction for children and young people in the Hub area.

The responsibilities of the North Yorkshire & York Music Hub Oversight Board include:

- Champion and advocate for the Hub's work, promoting the value of music and its impact on children and young people across North Yorkshire and York, and strengthening the Hub's profile within education, culture, and the wider community.
- Provide constructive scrutiny of the Hub's activity, drawing on reports and presentations from the Hub Lead Organisation to ensure effectiveness, and high-quality provision.
- Ensure the Hub meets all funding requirements set out by Arts Council England and delivers the aims and priorities of the National Plan for Music Education, maintaining a strong focus on quality, inclusion, and equitable access across the region.
- Support the development and monitoring of key performance measures, including SMART objectives, performance framework and the risk register outlined in the Local Plan for Music Education.
- Represent and articulate the needs of the sector, ensuring that the voices of schools, partners, families, and young people are reflected in strategic discussions and decision-making.
- Foster a culture of continuous improvement, offering challenge and support to the Hub Lead Organisation and partners to help drive positive outcomes for children and young people.

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- Oversee the Hub’s financial performance, ensuring that budgets and resources are used appropriately, efficiently, and in line with strategic priorities, with clear accountability for commissioning, delivery, and evaluation.
- Draw on the Board’s collective expertise to provide informed advice that supports effective planning, prioritisation, investment decisions, and long-term sustainability for the Music Hub.

### **Person Specification for Independent Chair of North Yorkshire and York Music Hub**

#### **Skills and Attributes**

A strong candidate will be able to demonstrate:

- Inclusive and forward-thinking leadership, with the ability to champion ambition, creativity and collaboration across a large and diverse region
- A deep commitment to equity, diversity and inclusion, ensuring that all children and young people across North Yorkshire and York can access high-quality, relevant and inspiring musical opportunities
- Confidence and experience in chairing meetings, enabling constructive challenge, balanced contribution, and clear decision-making, while ensuring all voices — including marginalised or under-represented groups — are heard and valued
- Sound judgement, diplomacy and fairness, with the ability to guide discussion, resolve issues constructively, and support effective oversight
- The ability to work impartially, with independence from any interests that could compromise governance or decision-making
- Strong communication skills, including the ability to adapt style for different audiences — from young people, schools and partners to local authority officers and national bodies
- An aptitude for developing positive, productive relationships, bringing people together across education, culture, and community sectors
- Strategic and creative thinking, supporting the Hub to navigate changing national and local contexts, respond to evidence, and shape long-term direction
- Motivation to advocate for the Hub regionally and nationally, representing its work, strengthening partnerships, and championing music education



## **Knowledge and Experience**

Candidates should bring knowledge and experience in several of the following areas:

- Experience of overseeing budgets, interpreting reports or supporting financial accountability at a strategic level
- Governance and oversight, including experience of using frameworks, policies, or performance measures to support organisational accountability
- Awareness of the education, cultural or community landscape across North Yorkshire and York, or the ability to develop this quickly
- An understanding of the aims and expectations of the National Plan for Music Education (2022) and its implications for Hub strategy, access, quality and progression
- Experience of working with a broad and diverse range of stakeholders, ideally including schools, cultural organisations, youth settings, or community partners
- A strong passion for music and/or music education, and an understanding of the impact high-quality music provision can have on children and young people
- Knowledge of quality assurance, planning or performance frameworks, including use of evidence to support effective decision-making
- Independent, evidence-informed decision-making, with an ability to provide balanced challenge and support

## **Desirable**

It would be beneficial if candidates also have:

- Experience of chairing boards, committees or strategic groups
- Experience of working in organisations where children and young people are central to service delivery or strategic priorities
- Understanding of the opportunities and challenges facing local authorities, schools and music education providers
- Experience representing an organisation at public, sector or partnership events
- Knowledge of partnership working models across the arts, cultural, education or youth sectors

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**How to apply:**

We are keen to hear about your interest in the role, what motivates you to apply, and how your experience, skills and knowledge equip you to contribute to the work of the North Yorkshire and York Music Hub Board.

Please send your CV and a covering letter outlining your experience and motivation for applying to [Countyhall.Music@northyorks.gov.uk](mailto:Countyhall.Music@northyorks.gov.uk)

**Closing Date:** 18th March 2026 11:59pm

**Interviews:** Week commencing 30th March 2026

The successful candidate will then be invited to a planning session with senior officers from the Hub Lead Organisation (North Yorkshire local authority) and will be invited to take up the role of Chair from early April 2026

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