



**Drake Music Scotland**  
Releasing Ambition,  
Transforming Opportunities





Drake Music Scotland is currently seeking an individual to take on the role of Chair of the Board of Trustees within the organisation.

*“Drake Music Scotland has benefitted me hugely by the establishment of the Digital Orchestra. It has enabled me to work with professional musicians and in challenging and rewarding projects to be involved in. It’s a great avenue for those who always have enjoyed music and dreamt of playing it in an orchestra but know they couldn’t play in a conventional orchestra.”*

**Rhona Smith, DMS musician**

## Artistic Ambition Unbound

### Our Future Aims and Objectives

At Drake Music Scotland we put disabled artists, musicians and ensembles at the heart of our work, creating opportunities for their voices to be heard and their artistic and musical ambitions to be achieved. As we develop our plans for 2023 and beyond we are moving forward with the conviction that greater inclusion and a more accessible and diverse arts sector benefits not only those whose voices are currently less heard but everyone whose lives are enriched by hearing them.

Providing the right support to disabled, sensory-impaired and neuro-diverse creative practitioners at the beginning of their careers or when they are seeking to test different paths creates the essential environment for them to thrive. Whatever form this support takes such as meeting access requirements, or sufficient time, space, workshopping and networking opportunities, it is important to get the detail right and this builds confidence that their creative work is valued. For individuals the significance of such support may not become clear immediately, but collectively its impact across the cultural sphere is profound.

We also believe that every young person should have the opportunity to learn to play and participate actively in creative music-making and we provide accessible music technologies and inclusive approaches such as Figurenotes notation to provide opportunities for learners to progress and develop skills into adulthood.

Our Changes Plan, developed over the last two years in consultation with our team, stakeholders, and partners has led to a newly configured Artistic Programme from Autumn 2022 onwards with two main strands: **DMS Create** and **DMS Learn**.

## DMS Create

DMS Create is being led by the creative ambitions of disabled artists, music creators and performers who are curating, co-creating, devising and producing high quality artistic work culminating in public performances.

Our aim is to nurture the creative development of composers, music creators and ensembles such as the Digital Orchestra, and work with key partners to maximise opportunities for the artists to participate in the mainstream arts environment in Scotland and beyond.

Artistic practice and skills development support is designed around individual artists' needs enabling them to access career-building opportunities.

## DMS Learn

Our music education programme DMS Learn builds on the foundation of the *All Join In* programme in schools and excellent track record of leadership and training in our sector in a refreshed strategic drive towards making Scotland a world centre for excellence and inclusion in music education.

A key strategic aim is to support the self-expression and progression of young disabled people in the transition from school to adult life, strengthening musical pathways and offering developmental experiences and training.

We are working with partners from across the formal and informal sectors including the Music Education Partnership Group and new National Centre for Music as well as networking with the worldwide music education community to develop awareness of best practice and expertise in inclusive music making.

Credit: Anne Binckebanck



## The Board of Trustees

Drake Music Scotland is a registered Scottish Charity (SC026908) and we are governed by a Board of Trustees, which currently numbers 12. Trustees represent the arts and culture, higher education, and public sectors ensuring that we maintain and extend our knowledge on the evolving cultural, social, and economic issues, challenges and opportunities for organisations like ours.

The Trustees meet at least quarterly at Board Meetings, either in person in Edinburgh or online usually on Monday evenings from 5pm for about two and a half hours.

In addition a Finance and General Purposes Group meets quarterly, looking at the management accounts and considering finance and other matters before putting recommendations forward to the Board

New Board members receive induction and may access training covering governance and management issues as they wish, depending on previous experience. For this role, the successful candidate will act as Vice-Chair during a handover period with current DMS Chair Elizabeth Humphreys.

None of the Trustees receive remuneration or other benefit from their work with the charity. The full legal framework for Trustees is laid out in the Articles of Association, which are currently being revised with external legal advice.

The Board is the keystone of Drake Music Scotland's governance, responsible for setting our strategic direction and maintaining oversight of our performance. They also play an important ambassadorial role in attracting support to the charity.

We endeavor to ensure that our Board represents our communities, and those with whom we work, as well as providing the necessary governance expertise.

Trustee roles, including that of the Chair, are not paid but all expenses can be claimed including those required to cover access needs such as sign language interpretation, captioning or travel expenses.

## Chair of the Board

### How to Apply

We welcome applications for the role of Chair including from those with lived experience of disability including sensory impairments or long-term health conditions including mental health issues. We also welcome applications from those protected under the 2010 Equalities Act due to age, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Those with caring responsibilities and on low incomes are encouraged to apply and we will accept applications in any format and meet any interview expenses.

If you are interested and have any questions, please contact DMS CEO Thursa Sanderson at [ThursaSanderson@drakemusicscotland.org](mailto:ThursaSanderson@drakemusicscotland.org) or 0131 659 4766, or DMS Trustee Jamie Munn at [jamie@nevisensemble.org](mailto:jamie@nevisensemble.org)

To apply please send a current CV and a covering letter detailing your interest in the role (no more than two sides of A4) to [ThursaSanderson@drakemusicscotland.org](mailto:ThursaSanderson@drakemusicscotland.org)

Applications from interested individuals should be received by 5pm on **Wednesday 2 November 2022**.

We will offer a guaranteed interview to disabled applicants who meet the requirements of the role.

We are happy to provide information in alternative formats. If you are unable to submit an application by email, please give us a call on 0131 659 4766 to discuss other options.

Interviews will be held in-person in central Edinburgh, or online over Zoom from the week beginning 14 November 2022. Any access requirements for both in-person and online interviews will be met.

### Equalities, Diversity and Inclusion

Our work is informed by the social model of disability which is based on the understanding that people face disabling barriers to full participation in society, asserting that the physical, attitudinal, communication and social environment must change and these barriers be removed to enable people to participate in society on an equal basis with others.

We are continuing to develop EDI in every area of our work to improve access to music at all levels, provide appropriate support to artists, musicians and learners and diversify our workforce and Board.

## Role Description

The purpose of the Chair of the Board is to show leadership within the organisation primarily of the Board of Trustees and, with staff, develop the overall strategy of Drake Music Scotland. The time commitment varies from month to month, depending on the Board meeting schedule. The current chair estimates that she spends around 1-2 days per month on core duties.

As Chair specifically, they are required to:

- work closely with the Chief Executive to develop the direction and strategy of the charity;
  - ensure all trustees have the information they need to carry out their roles;
  - support the Chief Executive in their leadership role, including line management, professional development & annual appraisal participating in appraisal of other senior staff as appropriate;
  - work with other members of the Board to populate sub-committees and working groups, attend meetings and, report to the wider Board;
  - plan the cycle of, set the agenda for and chair Board Meetings monitoring the implementation of decisions taken;
  - act as a principal ambassador for the organisation and develop external relationships.
- As part of the wider Board, the shared direct responsibilities of the Chair are:
- governance of the organisation in line with legal and financial requirements of OSCR and other regulatory bodies, funders and other agencies;
  - appointment, including the approval of job descriptions and pay levels of the CEO and other members of staff; agreeing terms & conditions and employment procedures in the staff handbook;
  - recruitment of new Trustees in line with the needs of the charity and the skills required;
  - approval of DMS's mission statement and objectives, its business, artistic, and education plans, and deployment of its resources to meet operational, marketing, access and fundraising strategies;
  - approval of financial plans and accounts including annual budgets, medium term financial strategies and projections, and the annual report and accounts;
  - approval of all organisational policies and alongside employed staff ensure that policies are updated in line with legislation and best practice;
  - defining clearly what the Board requires from the CEO and other staff but allowing them the freedom to manage DMS within agreed policies, plans and targets;
  - attending a range of DMS performances and events.



## Person Specification

All Drake Music Scotland Trustees must agree to uphold and represent DMS's purpose, vision, values and mission in both a personal and professional capacity.

For the role of Chair in particular, we are looking for candidates who have a commitment and enthusiasm to advance the work of Drake Music Scotland in our mission to enhance the role of disabled musicians, and to increase visibility and opportunities for artists.

We recognise that each person has a different path that presents differing opportunities and levels of experience, based on individual circumstances. The skills and experience outlined below should act as a guide rather than an exclusive checklist.

There are some areas we think essential for this position:

- a commitment to the values, aims and ethos of Drake Music Scotland and to ensuring that its activities are in the interests of beneficiaries;
- a strong empathy with the mission and purpose of the charity;
- a commitment to equality and diversity and a willingness to push for change;
- the eligibility to act as a Charity Trustee;
- to have or be prepared to gain an understanding of

the legal duties, responsibilities and liabilities that come with being the Trustee of a charity;

- to have the ability to work effectively with the rest of the Board and the staff team to contribute to discussions, challenge constructively and ask questions appropriately.

Whilst it may be advantageous to have had experience as a Trustee within a charity, this is not a pre-requisite and we are looking for a candidate who fits well with the organisation.

Other skills or attributes you might have include:

- strong networking and relationship building abilities;
- leadership skills including the ability to make difficult decisions when required whilst remaining transparent;
- HR expertise to line manage and support the Chief Executive as well as the wider team;
- experience and expertise of future strategic planning, and organisational governance;
- financial knowledge particularly in a charity context.

During 2023, the successful candidate will act as Vice-Chair during a period of handover with current Chair Elizabeth Humphreys. This will allow sufficient time to learn about the organisation and the needs of the Chair role in great detail before taking it on fully.

Credit: Sandy Butler



**Chief Executive**

Thursa Sanderson OBE

**Artistic Director**

Pete Sparkes

**Head of Learning**

Emma Lines

**Development and Evaluation Manager**

Cheryl Tobler

**Administrator**

Bas Gentenaar

**Figurenotes Officers**

Rebecca Di Rollo

Caitlin Mulgrew (maternity cover)

**Board of Trustees**

Elizabeth Humphreys (Chairperson)

Richard Andrews

Jon Buglass

Christopher Glasgow

David Jeffcoat

Jack Johnson

Mark McKeown

Jamie Munn

Emma Murray

Debbie Storm

Frances Swift

Simon Warr

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*Drake Music Scotland is registered in Scotland Charity No. SC026908*



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