

Drake Music Scotland

Releasing Ambition,
Transforming Opportunities





Drake Music Scotland is seeking up to four individuals to take on the role of Trustee with the organisation, including Chair of the Board of Trustees. Due to several Trustees stepping down after long periods of time on the Board, we are currently seeking four new Trustees to join the organisation.

"Drake Music Scotland exists so disabled people can access music at the same level as their able-bodied peers. Modern technology has allowed many people, particularly the physically challenged, to access music through technology. The establishment of the Digital Orchestra has enabled me to work with professional musicians in challenging and rewarding ways. It's a great avenue for those who always have enjoyed music and dreamt of playing in an orchestra but know they couldn't play in a conventional orchestra."

Rhona Smith,

Composer and Performing Artist

Artistic Ambition Unbound

Drake Music Scotland empowers disabled artists, musicians and ensembles to change music for good. We aim to amplify their voices, raise their visibility in the sector and achieve their artistic and musical ambitions, across all genres. We believe this change is essential for our nation to thrive.

Our unique expertise lies in the innovative use of accessible technologies and notation systems giving control of music-making and composition processes to disabled musicians so they can develop musical skills and direct their own artistic pathways.

We build new ensembles encompassing acoustic instruments and accessible technologies, experimental collaborative work producing a whole new repertoire and dynamic interventions to create equality and a fundamental shift in attitudes to disability and diversity in the music sector.

Drake Music Scotland is fully committed to social inclusion and diversity and aims to have a wide range of people including disabled people and those with chronic illness and from social backgrounds who might not consider themselves experienced enough for the role. We are open to conversations with anyone with a passion for equality and a belief in the importance of our work.

Cover photo credit: Sandy Butler

CREATE

From 2024 and beyond CREATE - our artist-led programme of creative projects and ensembles - aims to change the cultural sector, making it a more diverse and equal environment to work in. Activity includes commissioning disabled music creators to write new work, an ensemble programme with public performances co-created with enlightened partners and progressive career development opportunities.

LEARN

Learn is our programme of work with young disabled people, providing music education opportunities and the chance to create music by using accessible music technologies and Figurenotes notation. A key part of our future plans is the Digital Orchestra:Youth project, which will support learners in 4 local authorities in Scotland to build musical skills over time in the same way as mainstream youth music ensembles.

Photo credit: Neil Jarvie



The Board of Trustees

Drake Music Scotland is a registered Scottish Charity (SC026908) governed by a Board of Trustees, which currently numbers 12. The Board is the keystone of Drake Music Scotland's governance, responsible for setting our strategic direction and maintaining oversight of our performance. Trustees also play an important ambassadorial role in raising awareness of and attracting support.

Trustee Responsibilities

Trustees ensure the good governance and smooth running of the charity, supporting the CEO and wider staff team. They represent fields including arts and culture, music education, legal and charitable affairs, funding and finance, the public sector, HR, and IT and technology. This ensures we extend our knowledge of the issues and challenges we face.

We know there are lots of ways that someone can gain experience and insight, not just through professional experience. Having trustees who are currently living with a disability or who have lived experience of disability or chronic illness is essential to our work.

There is no requirement for new trustees to have previous experience and we welcome applications from those with an interest in our work. New Board members receive induction and can access training to build their experience.

All Trustees have responsibility for the:

- governance of the organisation in line with legal and financial requirements of OSCR, other regulatory bodies, and funders;
- appointment, including the approval of job descriptions and pay levels of members of staff; agreeing terms & conditions and employment procedures;
- recruitment of new Trustees;
- approval of DMS's mission statement and objectives, its business, artistic, and education

plans, and use of resources to meet operational, marketing, access and fundraising strategies;

- approval of financial plans and accounts including budgets, medium term financial strategies, and the annual accounts;
- approval of all policies ensuring that they are updated in line with law and best practice.

Chair of the Board

The Chair, as the leader of the Board of Trustees, has some additional responsibilities including:

- working with the CEO to develop the direction and strategy of the charity, ensuring trustees have the information available to carry out this task and monitor progress;
- support of the CEO in their role, including developing external relations with key agencies, line management, professional development & annual appraisal;
- Working with other members of the Board to organise and populate sub-committees and short-term working groups, and attend external meetings as appropriate, reporting back to the wider Board;
- planning the cycle of Board Meetings and working with the CEO to set agendas and plan meetings, ensuring business is fully discussed and monitoring the implementation of decisions taken at Board Meetings;
- acting as a principal ambassador for the organisation at Board level and developing external relationships for the benefit of DMS, drawing on their knowledge of other organisations and networks to support management and fundraising activities.

The time commitment varies from month to month, depending on the Board meeting schedule, and is estimated to be around 1-2 days per month.

How the Board Works

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.

Trustees do not receive remuneration or other benefit from their work with the charity, but all expenses can be claimed including those required to cover access needs such as sign language, interpretation, captioning or travel expenses. The full legal framework for Trustees is laid out in the Articles of Association, which have recently been revised with external legal advice.

Drake Music Scotland is currently a Regularly Funded Organisation (RFO) of Creative Scotland, and over the coming year the Board will play a key role in the organisation's aim to join Creative Scotland's portfolio of organisations in its new Multi-Year Funding programme.

We endeavour to ensure that our Board represents our communities, and those with whom we work, and encourage anyone who feel they may have something to offer DMS to be in touch.

"It was great being able to see my own creative stuff come to life. I was able to handle questions from the audience and hold my own. That felt good and boosted my confidence."

Karen Sutherland (pictured)
Musician

Photo credit: Sandy Butler



How to Apply

We welcome applications from those with lived experience of disability, including physical disabilities, sensory impairments, long term health conditions, mental ill health and autistic and neurodivergent people. 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.

We are interested to hear from those who may normally not consider Board positions due to social or financial disadvantage. Those with caring responsibilities and on low incomes are encouraged to apply, and we will work to make provision where possible. We will accept applications in any preferred format (including audio or video), and meet any interview expenses.

If you are interested and have any questions, please contact DMS CEO Thursa Sanderson at thursasanderson@drakemusicscotland.org or 0131 659 4766 who can also put you in touch with a current Trustee.

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

In your letter, please state whether you are interested applying to be a general Board Trustee, or Board Chair.

Applications from interested individuals should be received by 5pm on **Monday 8 January 2024**.

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 Monday 15 January 2024. 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.

Chief Executive

Thursa Sanderson OBE

Artistic Director

Pete Sparkes

Head of Learning

Emma Lines

Development and Evaluation Manager

Cheryl Tobler

Technology Officer

Bas Gentenaar

Figurenotes Officers

Rebecca Di Rollo

Lauren Clay

Project Coordinator

Caitlin Walker

Board of Trustees

Mark McKeown (Interim Chair)

Juliet Barker

Christopher Glasgow

Emma Sharpe

David Jeffcoat

Jack Johnson

Jamie Munn

Emma Murray

Neil Patterson

Debbie Storm

Drake Music Scotland

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Drake Music Scotland is registered in Scotland Charity No. SC026908



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