



**BRITTEN PEARS**  
**ARTS**

Trainee Music Leaders Scheme  
January – July 2022



Spitalfields Music & Britten Pears Arts

Online TML scheme Q&A session with partner organisations:  
12.30-1.30pm, Wed 29<sup>th</sup> September 2021  
Application Deadline: 9am Mon 11<sup>th</sup> October 2021  
Group auditions: Fri 22<sup>nd</sup> October (Snape Maltings, Suffolk)  
Follow-up interviews: w/c 25<sup>th</sup> October (online)

Spitalfields Music and Britten Pears Arts are offering **one traineeship for a musician based in East Anglia**. An opportunity to gain real experience, reflect on practice, and observe and learn from experienced music leaders in a supportive environment, this placement is for creative and skilled musicians (singers, composers, instrumentalists or music technologists) **from any genre** wishing to develop their skills as a creative music workshop leader.

We particularly welcome underrepresented talent. We'd like to encourage musicians and vocalists from underrepresented communities, and/ or D/deaf, disabled and neurodivergent, and musicians from lower income backgrounds.

As a trainee, you will gain hands on experience as a supporting music leader on at least three creative projects with Britten Pears Arts. You will also receive mentoring throughout the year from experienced music leaders, and attend training days in London. You will work towards designing and delivering (with other trainees) creative schools projects with Spitalfields Music in East London in spring and summer 2022.

### Structure and time commitment

Over the 6-month period, trainees will receive and will be expected to commit to:

- Training and mentoring:
  - 4 Skills Lab training days (more details below)
  - Project observation opportunities (with Britten Pears Arts or/and Spitalfields Music)
  - Mentorship from scheme's mentor helping you to develop your reflective practice (1:1 meetings and phone catch-ups)
  - Keeping a reflective diary
  - Regular email contact with project manager to plan and share information and updates on sessions
- Hands-on experience through project delivery opportunities\*, paid at London Living Wage (£10.85 per hour, up to a total of £1500 fee per trainee)
  - 3 trainee group meetings (3 days in London) focusing on individuals' aims, skill gaps and practical project planning advice
  - 8 half days of creative song-writing workshops in primary schools (KS1-2) in Tower Hamlets, London, co-designed and co-delivered with another trainee as part of Spitalfields Music programme (8 half days)
  - Up to 16 half days of host organisation (Britten Pears Arts) projects in different community settings (such as early years, older adults, people in challenging circumstances, etc.)

\*You will be required to attend all agreed sessions for the projects you are assigned to, including pre-project planning and evaluation sessions. This is a professional experience, and you will be required to be punctual and prepared for all sessions you take part in. You will be able to continue your ongoing professional engagements working around the agreed schedule.

## Activity timeline

<b>Spring term 2022</b>	
Jan	Introductory meeting with mentor (in London) - setting objectives, planning Trainee individual meetings with mentor (online)
Feb/ March	Skills Lab Training Day 1 (London or online)
March /April	Trainees support projects (East Suffolk and London), 1:1 with mentor (online)
	Skills Lab Training Day 2 & 3 (London or online)
	Mid-year mentoring meeting for trainees
<b>Summer Term 2022</b>	
May/ June	Skills Lab Training Day 4 (Leeds)
May-Jul	Trainees support projects and deliver their final project (in London), 1:1 with mentor (online)
Jul	End-of-year mentoring/evaluation meeting for all trainees (online)
	Wrap up 1:1 with mentor (online)

## Training fund, travel expenses & access funds

In addition to remunerated project activity, trainees will receive a **training fund of £250** to access external training, shadowing or professional development opportunities.

Travel, planned and booked in advance, will be covered by Britten Pears Arts for sessions in Suffolk and travel and accommodation will be covered by Spitalfields Music for sessions in London and the Skills Lab day in Leeds.

Further access funds will be made available to support trainees with additional needs.

## Projects

Both Spitalfields Music and Britten Pears Arts have a full year of projects ahead. Trainees will take on a variety of roles in certain projects:

- **Observing** – Observing other leaders gives you a chance to experience a range of music leader styles and approaches. It enables you to develop your own practice and consider specific aspects of participatory work, e.g. child development, pedagogy, and leadership styles
- **Participating** – Taking part in projects allows you to model participation and gain in-depth understanding of participants' experiences on a project
- **Supporting** – Working to support experienced music leaders, you will be called on to help deliver creative sessions, leading activities and tasks according to the needs of the project
- **Leader** – Towards the end of your time on the scheme, you will be supported to plan and deliver your own creative music project with a KS1/2 group in East London primary school alongside other trainees

[Britten Pears Arts](#) potential projects in which the trainee music leader could be involved:

- [Group A](#), a vocal performance initiative for young people in Ipswich and Lowestoft, aiming to build positive community links and raise aspirations. This may also include projects with Suffolk's Virtual School team for children in care.
- [Participate](#), music and heritage workshops for older adults in East Suffolk.
- Music making in partnership with HMP Warren Hill, working alongside residents towards performance and recording projects.
- [Mini Music Makers](#), fun music and play activities for families with 0-5 year olds, taking place at The Red House in Aldeburgh.
- Schools projects including [Friday Afternoons](#), [Celebration](#) and the [Big Sing](#).

[Spitalfields Music](#) projects in London which the trainee music leader will co-lead:

- 2 creative music-making projects with KS1 or KS2 pupils connected to a class topic, 2 half-day workshops per project
- 1 final creative music-making project with KS1 or KS2 pupils culminating in an assembly sharing, 4 half-day workshops

## Skills Lab Training

As part of the scheme, you will attend 4 days of practical Skills Lab training in London led by experienced music leaders. Sessions will respond to the goals and needs of the participants, and may cover topics such as leadership styles, warm-up activities and musical games, specific facilitation approaches and practical music collaboration techniques.

Skills Lab training provides participants with:

- Increased skills, knowledge and confidence in leading music activities
- New ideas and activities for sessions, incl. warm-up games, song material, approaches and techniques
- The opportunity to observe and explore different approaches to music leading, and to develop and reflect on leadership styles
- The opportunity to collaborate creatively with a network of peers

## Who are we looking for?

This is an opportunity for an experienced musician based in East Anglia to develop the music leadership aspects of their freelance career.

We are looking for a trainee to work with Britten Pears Arts, and their production partners in Suffolk, such as Music Education Hubs, promoters, local authority and health & wellbeing partners, venues, audiences and community groups.

We are looking for a trainee music leader who is, or who has the potential to be:

- Authentic and inclusive in their leadership style
- A superb and creative musician, open to exploring a wide range of musical genres through the traineeship
- Keen to develop skills in collaborative music-making, song-writing and vocal leading, using a range of artistic starting points often drawn from diverse participants which could include children and young people, early years groups, families, older people and their companions, and people in prison
- Open to learning from peers and participants
- Ambitious and passionate about creative learning and working in community settings
- Enthusiastic collaborators alongside other artists
- Clear communicators with participants, audience, fellow artists and staff
- Engaging, friendly and flexible in their approach
- Well organised and reliable

Applicants will need to demonstrate:

- Exceptional musical skills at a professional level
- The potential to be a creative and passionate music leader
- Some previous experience of music learning/community projects either as a music leader, supporting artist or music professional in schools, community settings or other cultural institutions
- A willingness to develop personal skills and learning, and to contribute fully to the network of other trainees
- A commitment to co-creating high-quality work that champion the voices of participants, respecting and listening to their ideas
- A readiness to be pushed beyond their own experiences and an ability to reflect on their current practice
- An ability to work in a range of sometimes challenging areas including rural, coastal and urban communities, and to communicate with people from a range of cultural backgrounds

## How to apply

You can choose between 2 application formats:

- Submitting a **written online application** [via this link](#)
- Submitting an **audio or video** recording, max 5 minutes, uploaded [via this link](#). In your recording, we would like you to talk about:
  - You as a music leader and musician
  - What would you aim to gain from the traineeship
  - A music education or community project you have seen, or been involved with that has inspired you and why you considered this excellent practice
  - What relevant skills and experience you would bring to the scheme

We would also like to ask you to fill in an [equal opportunities form](#). Provision of this information is not part of the recruitment process and completion of this is entirely voluntary.

**Application Deadline: 9am Mon 11th October, 2021**

Shortlisted applicants will be invited to attend a group audition at Snape Maltings (Bridge Road, Snape, IP17 1SR) on the afternoon of **Friday 22<sup>nd</sup> October**. Further details on the audition process will be provided if selected. Please note that these will be group auditions alongside other applicants and **we are unable to offer alternative dates**. Successful candidates will be invited for a follow-up interview (held online) during the w/c 25<sup>th</sup> October.

### Online Q&A Session

There will be an opportunity to meet producers from participating organisations and ask questions about the scheme and the application process at a Q&A session on **Wed 29th September, 12.30-1.30pm**. Please contact [lpteam@spitalfieldsmusic.org.uk](mailto:lpteam@spitalfieldsmusic.org.uk) to confirm your attendance and obtain Zoom details.

### Further Information

If you have any questions about the scheme or application process, please contact Nicole Artingstall [Nicole.Artingstall@spitalfieldsmusic.org.uk](mailto:Nicole.Artingstall@spitalfieldsmusic.org.uk)

### About Us

Spitalfields Music is a creative charity producing live music experiences in East London through a year-round programme of performances and creative and participatory music projects. Since 1976 we have been putting music at the heart of Tower Hamlets, one of the most vibrant yet deprived communities in England.

[spitalfieldsmusic.org.uk](http://spitalfieldsmusic.org.uk) | [@SpitsMusic](https://www.instagram.com/SpitsMusic) | [facebook.com/spitalfieldsmusic](https://www.facebook.com/spitalfieldsmusic)

Britten Pears Arts is a pioneering cultural charity based in Suffolk. It emerged from the determination of composer Benjamin Britten and his partner, singer Peter Pears, to ensure that everyone could enjoy and experience music. Britten Pears Arts aims to continue their legacy to develop talent, celebrate their heritage and engage with communities.

[Brittenpearsarts.org](http://Brittenpearsarts.org) | [@BrittenPears](https://www.instagram.com/BrittenPears) | [facebook.com/BrittenPearsArts](https://www.facebook.com/BrittenPearsArts)

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