



South Yorkshire Music Hub

Recruitment Plan for Lead Schools

Rationale

South Yorkshire Music Hub seek to recruit and appoint **Lead Schools** for our music hub area in response to the National Plan for Music Education (NPME). This plan will detail how we intend to recruit Lead Schools and the role they will play in our music hub moving forward.

The NPME emphasises schools' central roles in providing high-quality music education for children and young people. It expects schools to deliver provision across three interlinked areas:

- Curriculum music: compulsory from Key Stages 1-3 then optional for examination classes (e.g. GCSE, vocational and technical qualifications and A-level)
- Instrumental and vocal lessons, and ensemble opportunities (music making with others)
- Musical events and opportunities, such as singing in assembly, concerts, shows, celebrations and trips to professional / inspiring performances

Timeline

- By 8th January 2025: Recruitment plan submitted as part of the draft Local Plan for Music Education (LPME)
- W/C 20th January 2025: Recruitment plan launched with schools
- By 2nd April 2025: Confirmation of the appointed Lead Schools, via signed partnership agreements

What type of schools are we looking for?

We are seeking to appoint one primary school and one secondary school for each geographical local authority area in our Music Hub (Barnsley, Doncaster, Rotherham and Sheffield).

We also want to appoint one special school, one pupil referral unit setting and one post-16 institution for to act as lead schools across South Yorkshire.

Aims and Objectives of Lead Schools

We want our lead schools to:

- Help all schools in the LA area (or regionally for special, pru and post 16) to improve the quality of music (curricular, co-curricular and extra curricular)
- Facilitate new and better ways for teachers to support each other and work together
- Help our new South Yorkshire Music Hub board to understand what schools need and how to work better with them to improve musical outcomes for children and young people

Our ambition for Lead Schools

In partnership with the music hub, our ambition is that the role of lead schools will develop to:

- Facilitate local networks for the LA area that they represent (or regionally for special, pru and post 16)
- Foster and develop a culture of sharing curricula/resources
- Support KS4/5 accreditation (Lead Secondary Schools/Post-16)
- Arrange/host CPD opportunities and events
- Collaborate with the Music Hub on its annual music education conference
- Support schools to develop their School Music Development Plan (SMDP)
- Share expertise & soft intelligence on provision gaps

Lead Schools will be represented on the SY Music Hub Board and contribute strategically to future plans.

Monitoring of Lead School Performance and Impact

Information relating to the performance of Lead Schools will be shared with ACE through regular reporting of SMART objectives, and through our School Engagement Strategy and the annual survey.

The strategic lead for schools will report evaluation results to the Music Hub board and will support Lead Schools if outcomes are lower than hoped. We will also collect qualitative data including case studies to illustrate impact.

We will network with other Music Hubs to align our approach with national practice and learn from others.

What should Lead Schools look like?

We are looking for schools that are able to demonstrate to others what high quality and inclusive curricular, co-curricular and extra-curricular music looks like and to support others in improving their provision.

Lead Schools should meet the following criteria:

Criteria	Essential / Desirable	How this could be demonstrated? (we appreciate some may not be fully established, but have development plans in place)
1. A proven track record of providing an inclusive and high standard of curricular music across all appropriate key stages	E	<ul style="list-style-type: none"> • Use of Model Music Curriculum • The ability and capacity to be able to show other schools what good teaching and learning in music looks like • Evidence of good progress and exam results (if applicable) • Examples of how music has been supported historically in school
2. Support from SLT for Music	E	<ul style="list-style-type: none"> • Teachers in school receive the music training, resources and support that they need • SLT support the application for Lead School and understand the need for time to be given for the relevant staff member to undertake and develop the role
3. School has an established School Music Development Plan (SMDP)	E	<ul style="list-style-type: none"> • SMDP is established, regularly reviewed based on impact, is readily available in school, with overview on website and is communicated to all stakeholders
4. An inclusive culture for music	E	<ul style="list-style-type: none"> • A culture of music making has been developed in school that includes everyone
5. Co-curricular music	E	<ul style="list-style-type: none"> • Pupils are able to access a range of progressive small group / individual music lessons with opportunities to access accreditations if desired
6. Extra curricular music	E	<ul style="list-style-type: none"> • A variety of opportunities that supports pupils interests in a range of genres
7. Inspiring events and celebrations	E	<ul style="list-style-type: none"> • Opportunities throughout the year for pupils to perform and celebrate music making • Be inspired by other musicians and attend workshops, concerts and other events
8. A quality learning environment for music	D	<ul style="list-style-type: none"> • Dedicated learning space for music with appropriate additional space for co-curricular learning that can be used as an example to other schools
9. A suitable performance space	D	<ul style="list-style-type: none"> • A space in school for pupils to perform, share and celebrate music making with others
10. Sufficient storage for music resources	D	<p>Music resources within school are stored in a way that makes them easily accessible for others</p>

How long will schools be Lead Schools for?

Lead Schools will take up their roles at the beginning of Summer Term 2025 and will support other schools for an initial period until the end of the Summer Term 2026.

Once appointed, we will collectively review the impact and performance of Lead Schools. We will also use our needs analysis to assess whether the needs of young people and other schools in the area have changed. This will help us to assess how the role of Lead Schools can be adapted in the future and help us to set future objectives.

Remuneration and Support in Kind

A budget will be available to Lead Schools to support with the development of the music hubs CPD programme. We will seek additional funds through networks, local councils & partnerships. In-kind support will be available through existing curriculum leads, the Music Hub's strategic lead for schools and other partners by negotiation. (Currently 4 local officers)

Access to music hub capital grant to purchase musical instruments and resources (£2,000 for 2025/26)

Benefits of becoming a Lead School

In addition to playing a key role in improving music education and opportunities across our Music Hub area, we also hope that Lead Schools will find the role to be beneficial for their own school.

Benefits will include:

- Professional development opportunity for school colleagues
- Opportunity to encourage excellence in local music education and influence policies
- Contribute to music hub board meetings and shape future strategic plans
- Opportunity to collaborate with partner schools and share best practice
- Opportunity to play a key role in the South Yorkshire Music Hub annual conference
- Use of South Yorkshire Music Hub branding and links to positive communications
- Recognised as an advocate for music and the arts

Selection Process

As part of an equitable process for appointing Lead Schools, we will invite Primary and Secondary schools to share an expression of interest directly to local leaders of each LA music service via an online survey. They will then invite them to complete an application using the criteria above. Selection process will be based on the strongest evidence provided and consideration of capacity to fulfil the ambitions shared by the DfE.

Post-16, Special Schools and Pupil Referral Units are asked to send an expression of interest to local leaders of LA Music Services. They will then invite them to complete an application using the criteria above. Selection process will be based on the strongest evidence provided from across the region to fulfil the ambition shared by the DfE.

South Yorkshire Music Hub board members will be consulted if two equal applications are made using the criteria for any of the same opportunities.

How to Apply

To apply, please complete this application form by Friday 28th February 2025:



<https://forms.office.com/e/faXJvjXyg6>