

PIE FACTORY MUSIC



SEEKING TRUSTEES 2020



Vision & Mission



We believe that every young person in East Kent should have the opportunity to experience great youth work and music-making.

We provide creative programmes and support to enrich and empower young people to develop personally and socially, as well as musically.

We work particularly with those who don't get to make music or access great youth work because of who they are, where they live or what they're going through.

We campaign alongside young people to advocate for those who are missing out, to improve services and to drive change in youth work and the music industries.

We aim to provide services which:

- Reduce barriers to participation: Create a space that is safe, accessible, inclusive and un-intimidating.
- Increase social inclusion: Improve the skills, opportunity and dignity of those young people who experience disadvantage on the basis of their identity.
- Increase social responsibility: Encourage young people to understand their social responsibilities as part of the communities they live in.
- Encourage creativity: Empower young people to explore music making in its widest sense, encourage experimentation and pushing of boundaries whilst discussing and challenging the glorification of violence, bullying, and discrimination.
- Improve life chances: Provide opportunities for young people to develop skills, qualifications, attitudes and knowledge to improve life chances, education or employment.

Who we work with



The predominant beneficiaries of Pie Factory Music's provision are children and young people aged 8-25 who face challenging circumstances, such as those in care, and those who face emotional and social difficulties.

The predominant beneficiaries of Pie Factory Music's provision are children and young people aged 8-25 who face challenging circumstances, such as those in care, and those who face emotional and social difficulties. We know from evidence-based research, regional statistics and experience that those in the above categories are far more likely to have or be at risk of developing mental health issues and achieve lower educational outcomes. We know that mental health issues and low educational attainment are compounded where one or more of the following factors are present in a young person's life: domestic violence, behavioural issues and poor relationships. This is further aggravated by the presence of one or more of the following factors within a young person's family: substance misuse, domestic violence, parenting issues and housing/financial issues. This research informs us that working collaboratively with other organisations that tackle some of the above issues will always lead to better holistic support for the children and young people we work with, and their families.

We currently hold two youth service contracts commissioned by Kent County Council in Thanet and Dover, and provide a varied programme of open-access sessions throughout both districts. Each year we engage around 1,500 young people through these centre- and street-based sessions.

We also offer the following:

Creative interventions | Bespoke workshops | Training, development and Consultation | Equipment and venue hire

Case Study: Elijah



"I didn't just gain confidence and make music at Pie Factory Music, they taught me life skills"

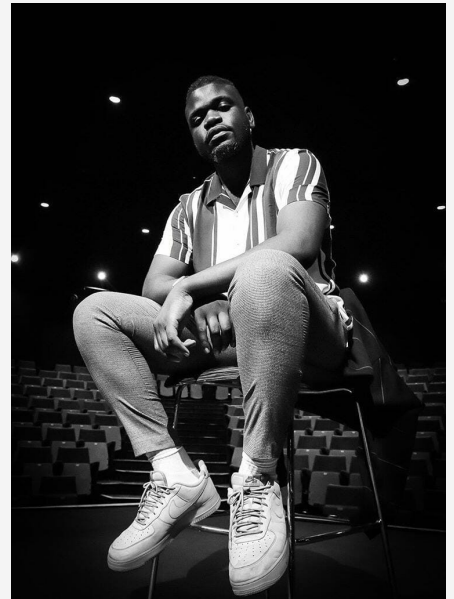
I joined Pie Factory Music when I was 15. I was new to Kent, didn't know a lot of people in the area but I wanted a place to record my own music.

I've always loved listening to and playing music, I really appreciate it. It brings out a strong reaction in me.

I didn't have much confidence, very reserved, insecure about my music and would rather blend in with the crowd than be the centre of attention.

When I first joined Pie Factory Music, I would sit at the back, looking at other people recording their own music rather than getting involved.

I opted to have a private workshop session with Matt, one of the youth workers, and I felt comfortable enough to record my own song. He was an amazing mentor to me, he worked at my pace and I grew in confidence. I then had the courage to get involved in the Monday evening workshops where lots of young people make music together.



I've since recorded my first album, performed at gigs in Kent and London, and Pie Factory Music introduced me to another music hub that has offered me funding for a new project that I'm currently working on.

I'm now a mentor at Pie Factory Music, running studio sessions for young people who are interested in creating their own music. When I see them grow in confidence and make progress, it makes me really proud.

I didn't just gain confidence and make music at Pie Factory Music, they taught me life skills, like how to collaborate with people, networking skills, how to set up my own gigs and how to approach others in the industry.

Matt showed me how to handle myself in situations and be a better person. Whilst Zoe was another big inspiration, she showed me how to market myself, be professional but most of all she helped shape who I am today.

Session Stats 2019-20



1361

Young People Seen



100

Accreditations



940

Regular Sessions



15,164

Recorded outcomes

A recorded outcome can be defined as personal development for any young person, whether that's a development in their confidence, mental wellbeing or a learnt skill.

Accredited learning can be defined as a course undertaken by a young person that has been set by an accredited body, e.g. first aid, Arts Award, Duke of Edinburgh's Award Scheme, etc.

**"IT'S JUST A PIE FACTORY FAMILY.
THAT'S WHAT WE CALL IT"**



Achievements



- Over 130,000 workshop spaces have been filled since 2001
- Secured over £4 million in funding for Thanet and East Kent
- Delivered projects in a variety of locations including schools, Pupil Referral Units, youth and community centres, residential care homes, and sports arenas including the Copper Box Arena in London
- Contributed to community events and festivals on a district, regional and national level
- Selected to be part of a research project in partnership with Creativity Culture and Education, National Children's Bureau and OPM (research and consultancy organisation) looking at whether participation in arts projects increased the resilience of children in care in 2012-13 (the evaluation report can be accessed here -<http://www.opm.co.uk/wp-content/uploads/2014/02/CCE-NCB-Evaluation-Final-Report.pdf>)
- Established and managed the cross-sector Engage Youth Partnership, which was key in developing and implementing the Thanet Youth Strategy 2013-15
- We have a strong ethos of professional progression and development, and at least 30% of the current workforce were first involved with the organisation as participants themselves, including the Managing Director
- Facilitated the Kent Youth Arts Network alongside core partners, The Gulbenkian, Marlowe Theatre and Canterbury Cathedral
- Facilitated a local Food Bank which has supported over 200 people during lockdown

Partnerships



Michael J
McEvoy



**YOUTH
MUSIC**



Quarterdeck



Crosslinks



**Head
Start**



What's in
the box

Gulbenkian
University of Kent



Turner

Philharmonia

Contemporary



Linwood



be seen
be heard
belong

DOVER BIG LOCAL

Message from the Chair



"I am delighted that you are interested in joining Pie Factory Music as a Trustee. This is an exciting time to consider joining our team as we look to the future and continue to make a real difference to the lives of children and young people. The districts of Thanet and Dover, where we are currently focusing the majority of our work, face some of the biggest challenges of the county. Thanet has the highest Index of Multiple Deprivation score (IMD) - the official measure of relative deprivation for small areas in England¹ - with a score of 30.8%, with Dover following closely behind with a score of 21.6% - the fourth highest score in the County.

Our challenge is to deliver a range of services for young people that are creative, empowering, and offer support to overcome the deprivation they face. Pie Factory Music is extremely grateful for the contribution and support of its Board of Trustees and values the diversity of skills and ideas that each member brings. We're looking for people who can challenge constructively, who are willing to learn, and who want to drive our vision and mission forward.

This Trustee recruitment pack provides further information about Pie Factory Music and the work that we do along with details on the Trustee roles required and how to apply."

Yours Sincerely,
Mike Fagg
Chair of the Board of Trustees

1. The Index of Multiple Deprivation (IMD) combines information from the following seven domains to produce an overall relative measure of deprivation: income deprivation; employment deprivation; education, skills and training deprivation; health deprivation and disability; crime; barriers to housing and services; and living environment deprivation.

Background to the role



Our Trustees work with the Managing Director and Senior Management Team to take overall responsibility for everything that Pie Factory Music does, acting collectively and effectively in its interests by giving strategic direction, and determining and safeguarding our mission and vision. Trustees take decisions required for the organisation's proper control and management, ensuring compliance, good governance and adequate financial resources for our activities, and protect our assets and property. They also ensure that risks are managed prudently, act as a responsible employer, and uphold the principles of equality and diversity.

The Board of Pie Factory Music currently comprises of six members with a skill base including: charity management, governance, fundraising, health and social care, marketing, and business management. Over the last six years we have explored the world of commissioning and are one of a few arts organisations to have secured two sizable youth service contracts with the local authority. Due to the size and scale of these current contracts, and in the light of the changing landscape of our sector, it is recognised that Pie Factory Music is currently transitioning from a small to a medium sized charity. We are seeking to develop our Board membership at this critical time to build on its firm foundations and help take the charity to the next level.

We want our Board to be truly representative of the community that we serve and we want to reach those who may not usually put themselves forward for a Trustee opportunity. With that in mind, if you think you have the skills to help us we would love to hear from you and if you consider yourself one or more of the following, we'd particularly like you to apply:

- Are you aged 18-25?
- Have you grown up in what you'd consider a more deprived area of Thanet or Dover?
- Do you have a physical or learning disability?
- Are you Black, Asian or consider yourself to be from another minority ethnic group?
- Do you have experience of living foster care?
- Do you have lived-experience of the criminal justice system?

In order to compliment the current skills of the Board of Trustees, Pie Factory Music is looking for specific skills in the following areas, but welcomes interest from all:

- A finance and/or accountancy professional
- A legal professional

Expectations



Board members are expected to attend around six meetings a year, which are approximately two hours in length and are currently held in the evening, however, there may be some flexibility around this and we are open to the use of digital platforms for meetings when travel is an issue. In addition, Trustees occasionally act as advisors to staff leads on specific projects related to their areas of special expertise, and represent our charity at events and networking meetings. Board members are required to respond to important communication between scheduled meetings. Actions agreed during board meetings are expected to be completed by agreed deadlines.

We expect our board members to actively contribute in meetings. This includes:

Preparation: Reading board papers, which are sent in advance, and trying to resolve points of clarification before the meeting (where possible).

Punctuality: Attending and arriving on time.

Listening and questioning: Be willing to question and challenge, yet be supportive of other people's contributions.

Supporting decisions: Remain loyal to the decisions of the board – even where you may not have agreed with the decision.

Maintaining confidentiality: With regard to board discussions and papers.

Being action driven: Agree to fulfil actions between meetings so that progress is ongoing and developments can be reported back at following meetings.

Engaging with the organisation: Develop a knowledge of the organisation and the wider youth arts sector, and support the Managing Director and Senior

Supporting the Senior Management Team: Attend key events and promote the work of the organisation to stakeholders, funders and the wider public.

Acting as an Ambassador: Raising the profile of Pie Factory Music and its work through events, meetings and social media platforms.

In return for your commitment we offer the following:

- A full induction.
- Regular training and development opportunities.
- Opportunity to meet and work with other talented, motivated and inspiring people, expanding your networks and connections.
- Opportunity to be part of improving the lives of young people in East Kent through building high-quality, creative and relevant services.
- The opportunity to inspire and enrich your own life, both personally and professionally, via your experiences with Pie Factory Music's work.

Trustee Role Description



Role: Trustee

Remuneration: The role of Trustee is voluntary, however reasonable out-of-pocket expenses will be reimbursed

Location: Meetings will be held at Pie Factory Music in Ramsgate (we are open to the use of digital platforms for meetings when needed)

Frequency of meetings: Approximately six meetings a year

Term: Three years

Reporting to: Chair of Trustees

Key Responsibilities

1. To ensure that the charity has a clear vision, mission and strategic direction, and is focused on achieving these.
2. To take responsibility, with the Managing Director, for the charity's performance and culture.
3. To ensure the charity complies with all legal, regulatory, and contractual requirements.
4. To act as guardians of the charity's assets by taking due care of their security and proper use.
5. To ensure that the charity's governance is of the highest possible standard.

NB: Under English law, statutory duties for all trustees are as follows:

- Duty of trust
- Duty to comply with the charity's Constitution
- Duty to act in the best interests of the charity's present and future beneficiaries
- Duty to avoid conflicts of interest
- Duty to safeguard the charity's assets

To view the full Role Description please [CLICK HERE](#).

How to apply



If you want to apply to become a Trustee, you can complete an application in the following ways:

Apply online via our website:

www.piefactorymusic.com/seeking-trustees



Click Here to download the application form and email it to:

info@piefactorymusic.com



Post your application to:

Ramsgate Youth Centre, High St, St
Lawrence, Ramsgate CT11 0QG



Call us for more information

01843 596998 / 01843 596777

