

# Plugin

## **3 x Freelance Young Music Leader Roles\***

*\*Applicants must be between the ages of 18-25 for the duration of the role.*

Quench Arts is seeking to appoint 3 freelance Young Music Leaders for our Plugin project, which provides creative music-making opportunities for young people aged 12-25 in 4 mental health inpatient settings across Birmingham and Coventry. The 3 roles we are looking for will be based in Birmingham settings (our Coventry Young Music Leader role has already been recruited). Each Young Music Leader will work alongside one of Quench Arts' experienced Music Leaders, based in one of our project settings, gradually taking on more responsibility for leading one-to-one and group sessions, with support and guidance. Plugin aims to embed in setting staff and our local emerging music leader workforce the skills and confidence to provide creative music making opportunities for young people in mental health inpatient settings, using accessible music technology to develop musical skills and composition and through songwriting and/or production, developing emotional literacy, helping participants to express their thoughts and feelings through their original music.

These Young Music Leader roles will cover one project year of Plugin activity, from end April 2024-end December 2024, funded by Youth Music, with match funding from project settings. These Young Music Leader roles are for 1 project year only, as we are keen to support a range of emerging practitioners with development opportunities. 2024 is the final year of our 3 year grant from Youth Music to run the Plugin project so, as it stands, these will be the last Young Music Leader opportunities offered for Plugin.

### **Requirements:**

Quench Arts is seeking 3 skilled and confident musicians as emerging music leaders. The organisation is passionate about Equality, Diversity and Inclusion and have given our pledge in principle to the '[More Than A Moment](#)' initiative. We are keen for our emerging workforce to be reflective of the communities we engage and particularly encourage applications from Black and Asian emerging music leaders and/ or those with lived experience of mental health.

We are looking for:

1. Applicants who are between the ages of 18-25 for the duration of the project year. Please state your date of birth in your application.
2. Team players with excellent communication skills, the ability to be reflective and to take on board suggestions.
3. Applicants that live local to Birmingham (or who are within easy commuting distance and are seeking to build freelance work in the area) because these opportunities have been created to develop our local workforce. Please provide your address in your application. Please note that 3 of our settings are based in Birmingham and 1 in Coventry, but our Coventry based position has been filled.

Successful applicants will have:

4. A high standard of musical proficiency on an appropriate musical specialism.
5. Some skill and confidence in using music technology/software to support participants' musical development.

6. A willingness to use vocals (singing and/or rap) in your practice.
7. Some skill and confidence in songwriting/lyric development.
8. Shown a commitment to music facilitation, even if on a voluntary basis.
9. Some knowledge/experience of supporting young people to achieve an Arts Award (being a trained Arts Award Advisor would be beneficial but isn't essential).

Applicants must:

10. Show a desire to build their skills, confidence and knowledge to work within the mental health sector.
11. Be reliable & committed for the duration of the role in order to build trust & rapport with participants.
12. Be willing to undertake a DBS check and to complete a project induction, safeguarding training and other project training as required. This will include attending a 2 day Youth Mental Health First Aid Course and Autism Awareness training plus Quench Arts' 'Why Music' training.
13. Be able to work with participants in-person at project settings but also be able to work remotely where required. *Note: We expect that the majority of project sessions will take place on a face-to-face basis in settings but we require a level of flexibility in order to respond to the Covid19 pandemic and any localised, national or setting outbreaks.*
14. When making your application, please let us know if you have any preference of hospital setting, should you be offered a role (see below).
15. If you are comfortable to do so, please let us know if you meet our current Equality, Diversity and Inclusion priorities. Our shortlisting panel will take this into account when scheduling interviews in order to support positive action for those that meet this criteria. This does not mean that you'll be given preference for one of the roles but that our panel will aim to interview you should your application be fully completed to an acceptable standard.

The 3 Young Music Leaders appointed will take part in regular reflection sessions with the project team.

### **The Role:**

Young Music Leaders (YMLs) will support our Plugin Lead Music Leaders with project sessions based in, or benefitting, young people in inpatient settings. Each YML will set their own aims for the role using Youth Music's 'Do, Review, Improve' framework and also complete a self-assessed baseline, reflecting on their skills and confidence in music leadership. The aims and baseline will be reviewed at mid-point and year-end to measure progress. YMLs will be informally mentored by the Lead Music Leaders to help achieve their goals for the project.

Each YML will:

- Support activities in 1 hospital setting. Sessions are provisionally scheduled to take place on Monday evenings (Parkview Clinic), Tuesday afternoons (Ardenleigh FCAMHS) and Wednesday afternoons (Woodbourne Priory). Our sessions at Cygnet Joyce Parker Hospital in Coventry take place on Monday afternoons, but this position has been filled.
- Receive informal mentoring and guidance from Lead Music Leaders and regular feedback from Quench Arts Directors through sessional reflection.
- Complete an evaluation on their role and progression at year-end.

YMLs will also complete weekly sessional monitoring forms. They will be expected to take an active part in sessions: supporting and, where relevant, leading activities in liaison with the Lead Music Facilitators; encouraging and supporting young people's involvement and participation; helping build participants' skills and confidence. Young Music Leaders will also be expected to write, film and edit bespoke video and worksheet resources for participants, where Quench Arts/settings deem this to be the best way to support participants' musical development if there are any future lockdowns or pandemic restrictions. A license for video editing software will be provided, where needed, and practical guidance and support offered by the team in this area.

Additionally, where required, film-making equipment can be loaned to undertake this element of the programme.

Plugin sessions will take place every week, based in 4 inpatient settings (34 weeks per year) from w/c 29 April through to end December 2024. Sessions continue to run throughout the school holidays but we do appreciate that staff may want to schedule in some holiday weeks across the year. We ask for plenty of notice here and, where possible, the project team normally support each other with cover during these weeks. Sessions are 3 hours duration and normally in most settings initially involve working with young people on an individual basis (for 45mins each), with an ambition for participants to progress to pairs work and small group sessions. Weekly sessions should also support participants to develop their Arts Award Portfolios. Each setting will also host 4 visiting young performers (aged 18-25) at points throughout the project within the Plugin sessions, which will help inspire project participants, give them access to a live concert to review (to help achieve an Arts Award) and also enable participants to connect with young people outside of their settings.

YMLs will be paid £50 per session for a max of 35 sessions across April 2022 – Dec 2022 (to include supporting an end of year sharing performance), plus £75 planning and £50 each for 2 reflection meetings and an evaluation throughout the year. Quench Arts will also pay £200 to each Young Music Leader for their time in attending the project training, plus the course fees for the training identified. YMLs will also be required to write a short blog about their experience for a fee of £25.

### **Total Fee: £2200 max**

To apply, please answer how you meet points 1-14 detailed in the 'requirements' section above (point 15 is not scored). You can either do this with a written application (2 pages max) or through an audio or video recording (10 minutes max). In your application, please do give examples for each point if you can. Please email your application to [info@quench-arts.co.uk](mailto:info@quench-arts.co.uk). If you are applying using an audio/video recording then you will need to use WeTransfer.com to send your application if it is over 10MB. Please do drop us a separate email if you are sending an attachment via WeTransfer, so that we can make sure to look out for this.

### **The application deadline is 5pm, Wed 10th April 2024.**

We will assess and score all applications against the listed criteria and will invite shortlisted applicants for an informal interview/audition on **Tues 16th April 2024**. Unfortunately, no other interview dates can be offered. If you'd like an informal chat before applying, please give us a ring or drop us an email! Please note that the Quench office will be closed between 1<sup>st</sup> April until 7<sup>th</sup> April.

***Quench Arts is an Equal Opportunities employer. All applicants offered a role will be required to undertake a DBS check and to provide details of 2 references. They will also be required to attend a project induction and safeguarding training.***

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## **Plugin Project Summary**

### **Project Aim**

To embed sustained music provision in the mental health support offer for young people in acute/forensic settings in Birmingham and Coventry and to share our learning and project impact across the West Midlands.

### **Activity Summary**

The Plugin project will provide access to music opportunities for young people aged 12-25 who face barriers to creative music-making due to being mental health inpatients. Using accessible music technology, Plugin will develop musical skills and composition, whilst building participants' self-esteem, emotional literacy and social connectedness. Settings engaged include:

- Birmingham Children's Hospital acute and locked wards at the Parkview Clinic (Irwin – eating disorders ward; Heathlands – general adolescent mental health ward; Ashfield – acute ward)
- Ardenleigh Forensic CAMHS unit (forensic child and adolescent mental health service hospital, medium secure) and Adriatic Ward (female adolescent low secure ward)
- Woodbourne Priory Hospital, Edgbaston (private CAMHS inpatient)
- Cygnet Joyce Parker CAMHS Hospital, Coventry
- workforce development for music leaders and setting staff focused on building skills and confidence to engage young musicians in these settings.

### **Further Detail: Musical Focus and Project Activity**

The project will focus on creative music making to help develop participants' emotional literacy, build self-esteem and support young people to connect with their peers. The musical focus/genre will be steered by participants but initially, where appropriate for 'quick wins', accessible music technology will be used to support musical creativity, using iPads/laptops to support sampling, sequencing and composition. Young people will be encouraged to write lyrics and add vocal lines (song or rap) or to create programme notes for the music created in order to express themselves and develop their communication skills. As participants gain confidence, they will progress either to industry standard music/production software, or to acoustic instruments and ensemble activities as appropriate to their interests. Normally Plugin initially engages participants on a 1-1 basis, with the aim that participants progress to pairs and then group activity, where possible. Weekly sessions will also support participants interested in achieving a Bronze Arts Award to develop their portfolios.

Each of the 4 settings will have a half-day session of 3 hours per week, over 34 weeks per year, led by a Lead Music Leader (the musician in residence) and supported by a Young Music Leader. Initially, settings will identify 4 patients to benefit from 45 minute individual creative music sessions each, with the ambition that participants will develop to being able to work in pairs and then small groups. At the Parkview Clinic and Cygnet Joyce Parker Hospital, which have higher numbers of patients and high demand for the project, additional group sessions will run alongside the individual sessions.

One-to-one and small group creative composition sessions will lead to recording and performance of original work, providing participants with a sense of achievement and something tangible and positive from their stay in hospital.

In addition, to support musical inclusion, participants and their settings will be provided with opportunities to be inspired by other young musicians. Each setting will host visiting performances from young musicians aged 18-25 which will help inspire project participants, give them access to

a live concert to review and also enable them to connect and with young people outside of their settings.

Provision will be made to support ongoing musical engagement beyond hospital stays, by signposting participants to other musical opportunities, including Quench Arts' Wavelength project, if they are based locally, or to other music organisations funded by Youth Music if their homes are based outside of the area.

### **Partners**

Birmingham & Solihull Mental Health NHS Foundation Trust (BSMHFT):  
Birmingham Children's Hospital, Forward Thinking Birmingham:  
Woodbourne Priory Hospital (private inpatient CAMHS provision)  
Cygnet Joyce Parker Hospital (CAMHS)

### ***Further Detail: Training and Development:***

Plugin Training includes:

- 4 Young Music Leader (YML) roles offered per year for emerging facilitators under age 25, to support project delivery and build skills/confidence/knowledge to work in the mental health sector
- 2-day Youth Mental Health First Aid training (for YMLs)
- Training related to working with young people with Autism Spectrum Disorder (for YMLs)
- Safeguarding training (for the whole project team)
- Arts Award Bronze/Silver Advisor training (for hospital staff)
- An annual bespoke half-day training session per hospital, designed with the setting/staff to, to help support project sustainability beyond the project. Note: if needs are similar across all 4 hospitals, budgets will be pooled for 2 full days training per year
- 6 x 'Why Music' sessions across the project duration (for YMLs/the wider workforce/partner organisations/commissioners), explaining the benefits of music-making, sharing our learning and evaluation
- Project staff will commit to Quench Arts' peer reflection and peer observation programme

### ***Project Outcomes & Indicators:***

#### **Musical: To improve participants' skills on instruments/voice/production software (as appropriate).**

- Participants report an improvement in their instrumental/vocal/production software skills.
- Music leaders report improvement in participants' instrumental/ vocal/ production software skills.
- Musical collaborations, evidencing participants have the musical skills to engage in duos/ensemble activity.

#### **Personal: To improve participants' emotional literacy.**

- Participants report an improvement in their ability to express their feelings through song-writing/music production.
- Music leaders report an improvement in participants' ability to express their feelings and emotions in project sessions.
- Occupational therapists and/or ward staff report an improvement in participants' ability to express their feelings and emotions through music.

**Workforce: To embed in setting staff and our emerging music leader workforce the skills and confidence to provide creative musicmaking opportunities for young people with mental health conditions in inpatient settings.**

- Young music leaders' self-assessment of their skills and confidence in working in inpatient settings with young people with mental health conditions.
- Setting staff self-assessment of their skills and confidence in supporting music activities in their settings.
- 'Why Music?' trainees' self-assessment of their understanding of the value of music making in supporting wellbeing and recovery.