



External Evaluator, Awards for Young Musicians

Role: External Evaluator

Reports to: Chief Executive, Awards for Young Musicians

Hours of work: 50 days (based on 8 hours per day) across 12 months.

Contract: Fixed term contract from for one year (subject to renewal).

Fee: £250 per day for 50 days, so £12,500 in total, with reasonable expenses in addition.

This is a home-based, flexible position, although extensive travel will be required.

About Awards for Young Musicians

Awards for Young Musicians (AYM) exists because musical talent is everywhere but opportunity isn't: family finances and other obstacles too often get in the way. We're here to change this in two key ways:

- We support young musicians from low-income families with funding and other help
- We support music education through training, advocacy and research.



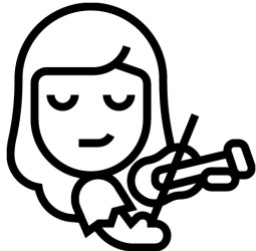
Established in 1998 we work across genres and across the UK. Our four programme areas are:

- **Identifying Talent:** training teachers in how to spot young people's musical potential
- **Furthering Talent:** targeting and sustaining young people's emerging talent through strategic support
- **Awards:** funding young talent UK wide through annual grants and tailor-made help for individual musicians
- **Innovation and Research:** leading new thinking and action on talent development

On 1 April 2023 AYM became a **National Portfolio Organisation of Arts Council England** for the first time and we continue to be funded by our long term partner Youth Music. Similar levels of support come from individual donors and Trusts and Foundations and we also benefit from generous legacies. Alongside this AYM has also become a **National Youth Music Organisation** in recognition of the quality and impact of its work:

[Click here for more information](#)

We're inviting proposals for the evaluation of our three main programmes, each of which tackles a key barrier to young people's musical progression: **Identifying Talent, Furthering Talent** and our **Awards** programme, from April 2023 to March 2026. We anticipate each programme taking the following proportions of the Evaluator's time:

 <p>Identifying Talent 20%</p>	 <p>Furthering Talent 60%</p>	 <p>Awards Programme 20%</p>
--	---	--

Now that we are an NPO we need to report to ACE on a quarterly basis on our progress against both our **Activity Plan** (where measures of success have already been agreed for the first year) and the actions we've set for the first year against each of ACE's four **Investment Principles**.

AYM is a reflective organisation. We've always invested time and effort in seeking out, understanding and demonstrating the difference our programmes are making. We believe in learning from experience. This is what we mean by evaluation.

More about these programmes

Identifying Talent

This programme, in development since 2008, tackles one of the biggest obstacles to talented young people's musical progress: many teachers' limited experience of how to identify their musical potential in the first place. Primary school class teachers generally have very little musical training, so their limited confidence can be a stumbling block; this inevitably affects their ability to identify young people's musical potential in their classes. Alongside this, instrumental teachers working as part of the wider Music Hub partnership can focus too much on instrumental proficiency, which can get in the way of them spotting early potential in a child who has never had the chance to play an instrument because their family can't afford it.

Identifying Musical Talent is working towards the following outcomes:

- Increased understanding by music leaders of how to identify the key facets of musical potential, unconnected to young people's instrumental playing or limited experience of a specific instrument within a whole-class setting
- Increased diversity of young people identified as having musical potential who have never played an instrument due to socio-economic barriers
- Increased diversity of England's talent pipeline, and thus the diversity of its culture.
- Increased support for music leaders in Music Hubs e.g. starting to build peer networks or communities of practice.

With ACE funding we are expanding delivery of this programme across England, enabling many more music leaders to participate, whether class teachers in primary or secondary or instrumental teachers in Music Hubs. They will gain both specific skills to spot musical potential as well as broader learning to support their wider work as teachers more generally.

This programme has been externally evaluated several times over the course of its development including its most recent phase from January 2022 to March 2023, funded by

ACE with Hub Investment Programme support. Previous evaluation reports will be available for reference to the successful applicant.

Furthering Talent

For many young people, the cost of individual instrumental lessons is an insurmountable barrier to their early musical development and to their participation in the musical life of their school and community. Furthering Talent helps children and young people, from low-income families, in England, to discover their musical potential and to enjoy the kinds of opportunities experienced by families who can pay for instrumental lessons. The programme helps to address other social and cultural barriers and to support young people with additional educational needs.

In development since 2009, the next phase, beginning in April 2023 is called **Furthering Talent Connect** and will see the continued development of our work with our current Hub partners over the last five years. As of April, we'll be re-shaping the programme from 14 Hub partners to 10 *Ambassador Hubs* and have invited current partners to apply to be one of these 10. In addition, we'll be recruiting 10 further *Connector Hubs* in early 2024. Across the 10 Ambassador and 10 Connector Hubs, we'll be individually supporting around 600 young people whilst sharing good practice much more widely (see below).

Furthering Talent Connect will be working towards the following outcomes:

- Young people have an increased sense of ownership of their musical journey. They have experienced the joy of becoming better musicians, of discovering new music, and playing with others.
- Young people have an increased self-belief, resulting from playing an instrument to the best of their ability and seeing themselves succeed musically.
- Music leaders have an increased understanding of how to implement a young people-centred approach to instrumental and vocal teaching and musical progression.

The key strands of **Furthering Talent Connect** will comprise:

In the 10 Ambassador Hubs:

Individuals

- 400 nominated young people will have ***individual instrumental or, for the first time, vocal tuition.***
- A ***Musical Progression Bursary*** of £50 per child to help achieve the goals they, with their teacher's support, set themselves in their Individual Learning Plan (ILP).
- Termly ***Get Togethers*** where diverse high-quality musical partners will develop their musical knowledge and skills, provide new experiences, connect them with peers, engage families and build belonging and community. *AYM Connectors* (see below) will identify 200 additional children (20 per Hub) facing barriers to music-making, inviting them and their families to attend.
- AYM will also expand the work of their trained ***Mentors*** many of whom are Alumni. They will recruit and train more mentors, and each will be allocated to a Hub partner. They will work with the Connectors to support communication with families, attend Get Togethers and support programme evaluation. They'll continue to offer one to one mentoring sessions as well as chairing a bi-annual National Young People's Programme Panel. Having consulted with the panel in summer 2022, we will also be introducing local panels in each Hub.

In both Ambassador and Connector Hubs:

Workforce

- *AYM Connectors* will host termly **Teachers' Forums** in all 20 regions including Levelling Up areas, developing vital communities of support to discuss students' progress, learning together.
- With Charanga, AYM will launch the online version of the ILP (O-ILP) reaching over 20,000 children and hundreds more teachers countrywide by 2026. Connectors will drive engagement.
- Our **Strategy Group** of Hub Leads will continue to meet termly to work with us to identify and meet local need whilst leading national change.
- Currently *Local Co-ordinators* support each young person's progress locally, communicating between them, their families, Hubs and other partners. We'll increase the role from one to two days a week in Ambassador Hubs. They'll continue to support FT students and other young people locally to overcome challenges whilst championing FT's approach with teachers across their and neighbouring Hubs, particularly via the O-ILP. The role will be renamed **AYM Connector** reflecting this expanded remit.
- We'll recruit 20 **AYM Connectors**. Ten will work for two days a week within our ten FT Ambassador Hubs and ten will work for one day a week in other Hubs, which we'll call Connector Hubs. We'll advertise widely to attract a diverse field. We expect that Ambassador Hubs may wish to use this role to continue the work of their current Local Coordinator.

The Connectors will:

- Manage Furthering Talent in the ten Ambassador Hubs or ten Connector Hubs.
- Disseminate inclusive good practice, encouraging/supporting widespread use of the O-ILP and other resources (e.g. Identifying Talent, Practical Progression, Talent to Talent) which AYM will be reviewing to create a repackaged AYM resource bank online.
- Develop and facilitate Teachers' Forums, building a local peer network and community of practice to provide support, peer learning and mentoring.
- Identify low-income young people not participating in FT within and beyond Ambassador and Connector Hubs who need support, directing them to it.
- Work alongside AYM Mentors.
- Support each Hub in delivering the vision, aims and strategic functions of the refreshed National Plan for Music Education e.g. the Local Plan for Music Education.

Awards Programme

The biggest obstacle for many talented young musicians is a simple lack of money. They have the talent, they have the drive, but developing their musical potential can be an expensive endeavour. Through the Awards Programme, AYM's founding programme, we offer up to £100,000 in grants each year to talented young musicians whose families are on a lower income. We provide flexible funding towards musical costs (like tuition, instrument costs or travel) plus individual support to cater to personal circumstances. This could be anything from mentoring and online/in person events/workshops with professional musicians

and other industry professionals, the chance to observe them perform, free tickets to concerts and performance opportunities.

Although the programme's activities (e.g. our Awards Days) have been extensively evaluated internally, this will be the first time in its history that the Awards Programme will be externally evaluated.

The Awards Programme is working towards the following outcomes:

- Increased musical development as a result of the funding and other support provided by the programme
- Expanded musical horizons, skills, knowledge, experience and networks
- Increased confidence and raised aspirations in pursuing a creative career, whether on or off the stage.

The External Evaluator role

The External Evaluator will work with the Monitoring and Evaluation Manager, the Programme Managers and the Systems Consultant to design the cross organisational evaluation framework that will enable us to report effectively and accurately to ACE and our other funders.

The External Evaluator working relationships will be across the AYM team, including the Chief Executive, the Identifying Talent, Furthering Talent and Awards Programme Managers, the Systems Consultant and the newly created post of Monitoring and Evaluation Manager to collate and analyse the data (qualitative and quantitative) collected.

Data collection

The Programme Managers and other AYM staff will collect data for the Identifying Talent and the Awards Programmes.

The Programme Manager will be responsible for collecting monitoring data for Furthering Talent including comparable qualitative data from all partner Hubs and their participants. To date this has included:

- Termly feedback forms from students and teachers
- Attendance at some termly Get Togethers (where family members may also be present)
- Attendance at some termly Teachers' Forums
- A termly Planning and Evaluation meeting with the AYM CEO, Programme Manager and Connectors
- An annual attendance at the Strategy Group meeting with the partner Hub leads.
- Regular one-to ones with the Furthering Talent Programme Manager (who also attends some Get Togethers and Teacher Forums)

The Evaluator will also guide an AYM Alumni Mentor in each Furthering Talent Ambassador Hub in the collection of qualitative data from young people attending the termly Get Togethers.

The Evaluator will be working with a range of stakeholders beyond the AYM team including:

- Awards and Furthering Talent young people, and others beyond these programmes
- Family members

- Connectors
- AYM Alumni Mentors
- Instrumental teachers
- Schools and school staff
- Hub Leads.

Fee and expenses

The fee is £250 per day for 50 days per year, so £12,500 annually. Your contract will be for one year initially and will be renewed on agreement by all parties. In addition, AYM will hold a budget to reimburse the Evaluator for travel and accommodation costs incurred which will be discussed with candidates at interview. This reflects the importance placed on being present as much as possible.

What are we looking for in the External Evaluator?

Essential

- An interest in young people's music education and musical development.
- Highly effective and adaptable communication skills, whether verbal or written.
- The empathy and emotional intelligence to talk easily with, and listen to, young people, family members, musicians, music leaders and teachers.
- The ability to translate monitoring and evaluation data into interesting readable findings.
- A collaborative approach to work (the Evaluator will across the AYM team, working particularly closely with AYM's CEO, the Programme Managers and the Monitoring and Evaluation Manager)
- Professional objectivity
- Experience of living and/or working in communities where many people's incomes are below the national average.
- The capacity to work evenings and weekends, to attend events and Teachers' Forums and work across and sometimes beyond England.
- The ability to drive and to use either your own vehicle, or to hire one when needed.

Desirable

- An understanding of the working lives of instrumental music teachers and class teachers.
- Familiarity with Arts Council England, Youth Music, their ethos and strategies and with the National Plan for Music Education 2022.
- Familiarity with the Insight and Impact Toolkit, which will be employed to assess progress against some/all of ACE's Investment Principles.
- AYM is committed to Equity, Diversity and Inclusion and is building a team of staff and freelancers with different lived experiences.

How to apply

There are two stages to the application process. At this stage we are inviting expressions of interest from individual evaluators, or teams, with the experience, energy and capacity to take on the role. Expressions of interest must be emailed by **noon on Monday 24 April**. From these we will invite up to six applicants to submit a full proposal (invitations will be sent out by the end of the day on Friday 28 April). The deadline for full proposals will be **12 noon on Tuesday 9 May**.

It is for you to decide how to make your case to be invited to make a full application but please include, in no more than three pages, the following information:

- Your name, postal address, email address and telephone number
- Evidence that you meet all the essential criteria
- Tell us why this role interests you (up to 700 words).
- Tell us something about your current evaluation role(s).
- Please give us the name of two organisations you have worked with previously, as an Evaluator. We will only ask for references if you reach the next stage.

Please send your expression of interest to Hester Cockcroft, Chief Executive at hester.cockcroft@a-y-m.org.uk

Up to six applicants will be interviewed, in London, on **Wednesday 17 May**.

Ideally the External Evaluator will be available to start work in June for a handover with our current Evaluator. The full evaluation framework will be implemented from September 2023.