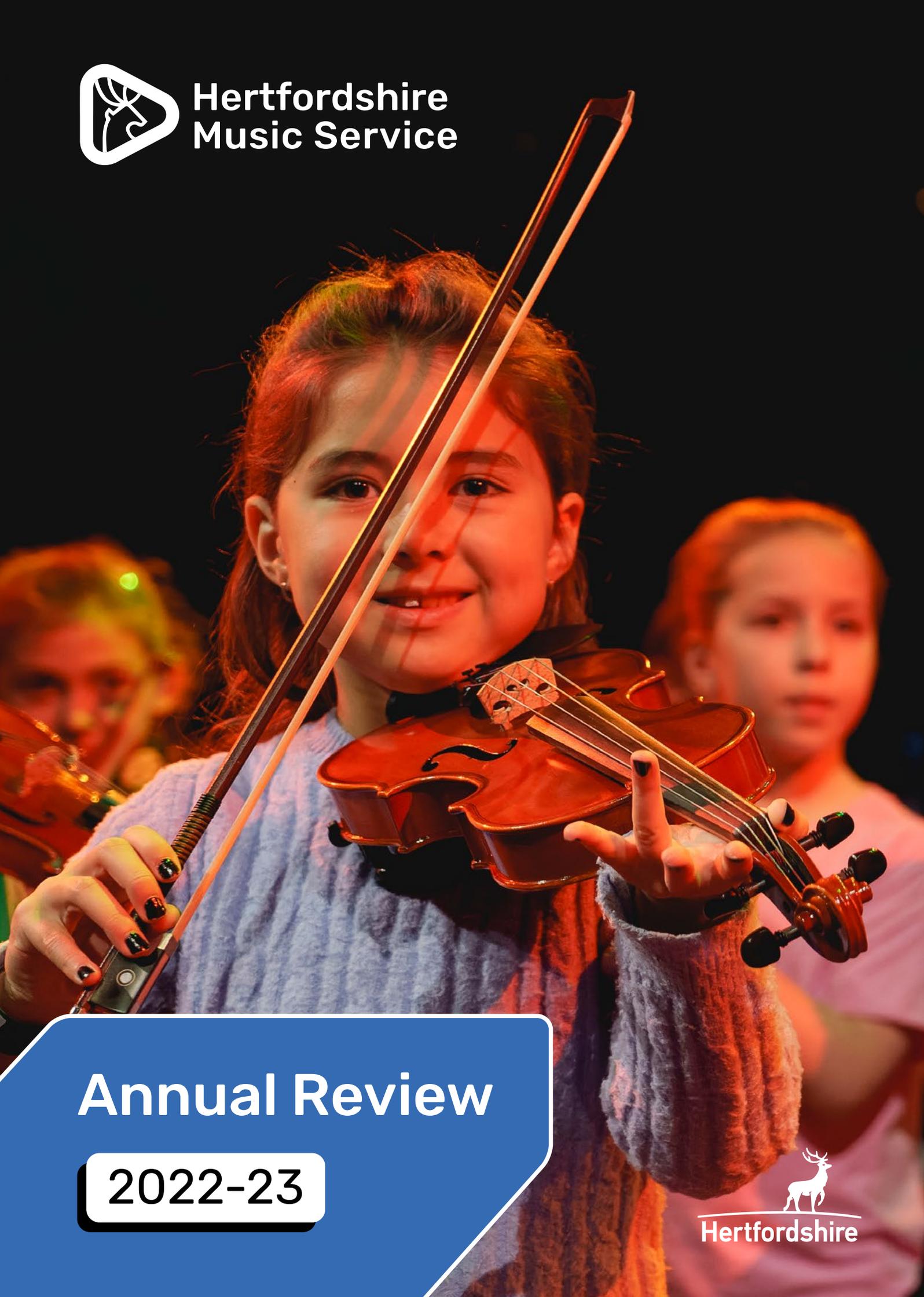




Hertfordshire
Music Service



Annual Review

2022-23



Hertfordshire

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“A jewel in the crown of all good things at HCC.”

Cllr Mark Mills-Bishop
 Vice Chairman of Hertfordshire County Council
 May 2022 - April 2023



| Introduction

It is with great pleasure that I present to you the first annual review for Hertfordshire Music Service.

The academic year 2022-23 has been a remarkable one for Hertfordshire Music Service. We have witnessed innovation, and a steadfast commitment to our mission of delivering the best musical experiences to all our children and young people across Hertfordshire.

In an industry that continues to evolve at a rapid pace, we have remained at the forefront, constantly adapting to meet the changing needs of our students and customers.

As lead partner in the Hertfordshire Music Education Hub, we have worked with people and organisations across Hertfordshire to create opportunities for children and young people, whatever their background or circumstances, to discover or develop their unique musical 'voice' and express themselves through the language of music.

Our work in schools and across our 12 music centres enable young people to experience the benefits of a high quality music education. Our team of musicians, teachers, educators and support staff care deeply about delivering the incredible musical, personal and social outcomes that come from engaging in music making and singing week in, week out.

As the CEO of this exceptional music service, I am honoured to provide you with the highlights of our year and the achievements of our children and young people.

Lisa Quinlan-Rahman, CEO
Hertfordshire Music Service





As the Executive Member for Education, Libraries and Lifelong Learning at Hertfordshire County Council I am proud to invite you to read this review and explore how Hertfordshire is using the power of music to improve the lives and life chances of our residents.

Hertfordshire is a unique and valuable county of opportunity. Hertfordshire County Council is delighted to support the impressively wide range of tuition and activities the music service provides in our schools, music centres and other settings. Thousands of children and young people make music or sing every week in Hertfordshire and benefit from developing unique skills, self-confidence and a lifelong way of expressing their true selves.

As the Lead Partner for the Hertfordshire Music Education Hub, Hertfordshire Music Service is recognised nationally as an innovative and creative leader in inclusive music education. I am delighted that Hertfordshire Music Service's work continues to flourish in our schools and communities and that children and young people have so many musical opportunities open to them through such successful partnership work.

Enormous thanks to everyone who has contributed to the service's achievements in 2022-23.

Caroline Clapper
Hertfordshire County Council



Our vision

All Hertfordshire children and young people, regardless of background or circumstances, have the opportunity to discover their unique musical voice and express themselves through the language of music.

Making Music Improving Lives



| Our values

We are proud to live the values of Hertfordshire County Council in our work - this is how we bring the values to life in our county of musical opportunity.

We improve residents' lives

Music is proven to provide many benefits to health and wellbeing by boosting self-esteem and confidence, increasing memory and focus, connecting with others, developing empathy and compassion through teamwork, perseverance through learning, additionally, music also opens up a world for increasing social mobility. We deliver this on a daily basis through our lessons, groups and ensembles.

We work with integrity

Our communications and organisational practices are always completed with transparency and with young people as the focus.

We act sustainably

As a socially conscious organisation, sustainability is very important to us. Not only to make sure we are providing the best possible musical experiences in the long term, but also to ensure our impact on the environment is minimal. Through our instrument loan scheme, online learning and remote working to the upgrades of our main buildings we achieve this.

We champion equality and fairness

Music is for everyone; our vision and actions encapsulates this. All aspects of our organisation have equality and fairness as a core objective. Whether it's through our nationally recognised inclusivity project - HMS Changing Tracks, our inclusive SEND music making groups, our internal equality, diversity and inclusion working group or through our WCAG 2.1 AA accessibility standard website we have equality and fairness at the centre of everything we do.

"The gala was simply superb. A 100% joyous celebration of children, young people and music. Not only was the standard of every item incredibly high, the challenge of the music was really impressive."

Georgie Bennet
Education Adviser, Virtual School

Timeline of key events

2023

2022

September

- New branding and logo launched
- Started more than 1,500 new students
- Customer Relationship Management system embedded
- New team structure introduced
- Music Director spoke at the Westminster Education conference

October

- Hatfield House Chamber Music Festival
- Partnership with Virtual School at the Herts Awards
- Get Playing launched as a continuing service

November

- Parent portal launch on SpeedAdmin
- New Equality, Diversity & Inclusion lead role recruited
- Highly successful DfE and ACE visits

December

- Winner of the HCC Children's Services outstanding team of the year award

"A team which consistently initiates and leads actions to remove barriers, improve engagement by those they work with, are inclusive and demonstrate their excellence in delivery of services. They are resilient, passionate, and are exceptionally dedicated to their work."

HCC CS award criteria



January

- Introduction of a new online learning platform

February

- Launch of a schools' services brochure

March

- Changing Tracks project completion and impact report
- GCSE music concert with Patrick Bailey
- HMEH Forum endorse HMS ED&I strategy and action plan
- Successful bid for Early Years music project

April

- London Community Gospel Choir concert
- Ohana Easter music event
- Hertfordshire Schools' Gala

May

- Headline tent at Hertfordshire County Show

June

- Capital works at Mid Herts Centre for Music & Arts completed
- HMS ensemble membership launched

Musical achievements

This year has been an eventful and exciting one for Hertfordshire Music Service, marked by significant achievements and milestones. Through our unwavering dedication to excellence and commitment to fostering young peoples 'musical voices', we have continued to enrich the lives of our community members and make a positive impact in the world of music.

One of the key highlights of this year has been the diversity within our music programs and provision. Our commitment to inclusivity and accessibility has resulted in increased participation from aspiring musicians across all age groups, backgrounds, and musical genres. We have witnessed a surge in the number of young people who have joined our programs, fostering a vibrant and dynamic musical community.

In addition to our educational initiatives, we have curated an outstanding line-up of performances, concerts, and events throughout the year. Our extraordinary musicians have graced the stage with their exceptional skills, captivating audiences with their remarkable performances. These events not only showcase the musical aptitude nurtured within HMS but also serve as cultural beacons, bringing joy and inspiration to our community.

A wide range of
30+ instruments
to learn

18% of students
have shared or
group lessons

10,000+ students
participating in
music lessons

215 First
Access
classes

507 young people
receive Financial
Support

1,548 students
attend one or
more ensemble



Regional achievements

St Albans

- Great Harpenden Orchestra Day
- Broadening the rock/pop/contemporary provision
- Targeted CPD programme to upskill teachers in delivering singing

Dacorum

- The successful return of Music Making Days and Singing Days with over 350 young musicians
- 'Sing for the King' at the official Hertfordshire service for the Coronation of His Majesty The King
- The first, two-week, Dacorum Music Festival musical celebration event

North Herts & Stevenage

- Community Steel Pans
- North Herts & Stevenage Easter Joint concert
- Priory Picnic

East Herts & Broxbourne

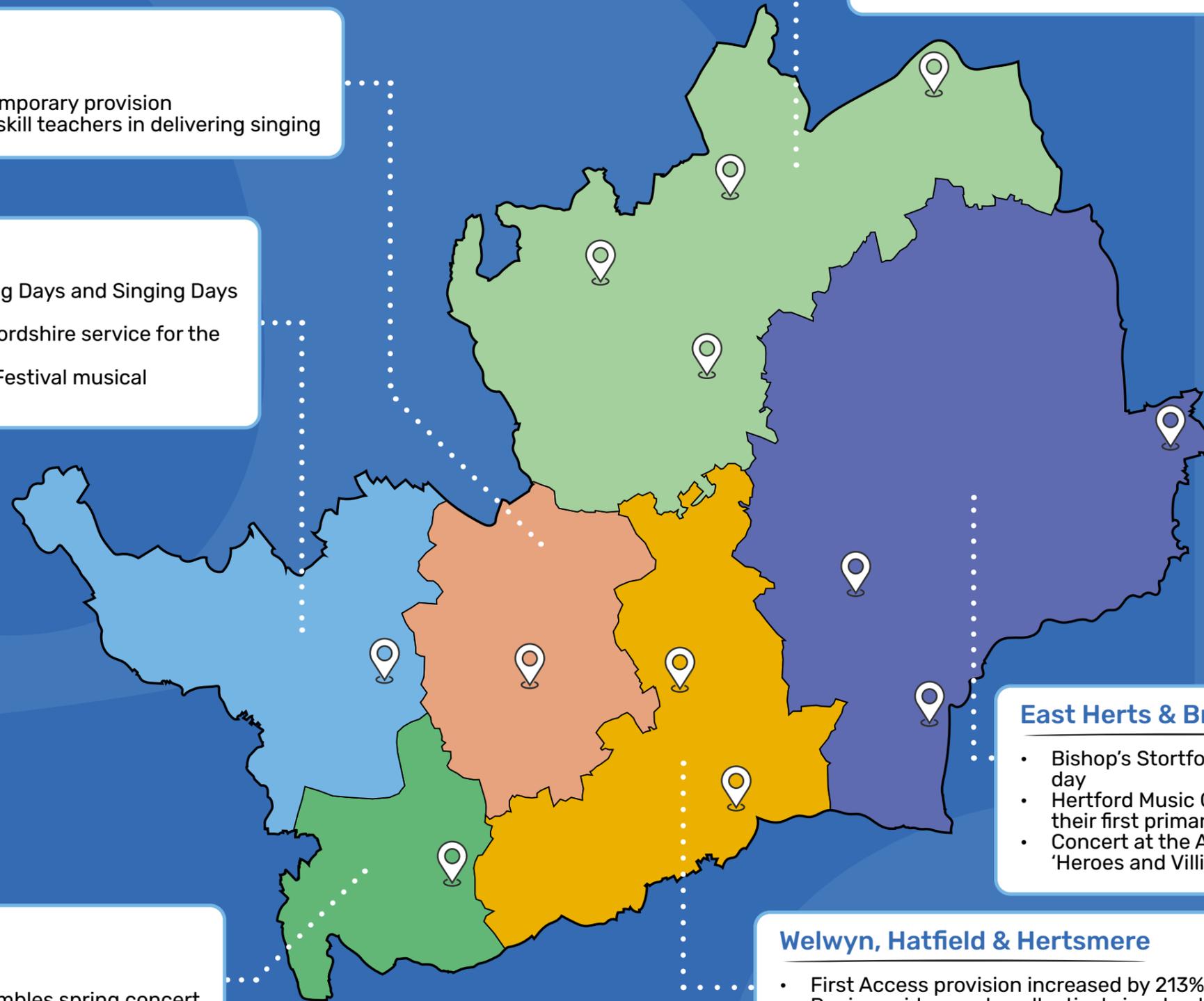
- Bishop's Stortford's first primary music making day
- Hertford Music Centre expansion and having their first primary music making day
- Concert at the Abbey and the themed 'Heroes and Villians' concert

Watford & Three Rivers

- South Oxhey Community Festival
- Youth Orchestra and Senior Ensembles spring concert
- Key Stage 1 Singing Festival

Welwyn, Hatfield & Hertsmere

- First Access provision increased by 213%
- Region-wide events collectively involved over 850 young people
- Borehamwood Sing Up event



| What our young people say about learning music

"I really like the community and how everyone's really kind"

"I do like playing in my group because I've made quite a few more friends"

"It makes you closer, so you know how to listen to each other more and how to work with each other"

"You get to have fun with your friends whilst learning the pieces"

"I like the kind of environment – it's very bubbly – I just really look forward to it"

"I'm quite proud of what we've done and how far we've come with the pieces"

"I think it's probably that unified effort and just learning to work together with all the other instruments I'm playing with. I think that's a very important skill in music"



Equality, Diversity & Inclusion

Diversity of music delivery



Our aim: Delivering a more diverse range of musical styles and traditions that meet the needs of our students and musical communities. We are also influencing the range of musical traditions offered in music education settings both locally and nationally through the continued delivery of the ground-breaking projects. HMS is developing further musical opportunities for children with SEND or complex needs including those with SEND in mainstream schools and children in care or alternative provision.

Our impact: Amongst a multitude of projects and activities two stand out - Ohana (Lifelong Links & Family Group) and Access to Education for Travellers and Refugees.

Ohana is early years music workshops, support and care for young mothers aged 16-25 with tools for positive engagement and tools to support the development of their little ones.

Creative music nurture groups have been set up to support Gypsy, Roma and Traveller communities (under the Access to Education for Travellers and Refugees program), for instance, where bereavement significantly impacted on the affected children from more than one family. We also set up a nurture group extension, in a secondary school, to support a group of boys through creating student leads which leads to an in-school positive engagement opportunity with improved attendance.

Equity



Our aim: Promoting a better understanding of the barriers to accessing musical opportunities and influencing the development of solutions locally and nationally. We are also providing accessible musical instruments to those that need them so anyone can discover their musical voice.

Our impact: Hertfordshire community trust awarded £1,500 from The Bryan Newman Fund and Matt Scales Fund for Aspiring Musician to the Get Playing project to allow for more students to experience the joy, social emotional wellbeing and educational benefits of musical learning as part of a group and encouraged these students to begin lessons.

The funding enabled 13 blocks of lessons in various schools across Hertfordshire. Each block of lessons contains group lessons for 4-6 students learning an instrument which is lent to them whilst they are learning and the opportunity to carry on with the use of the instrument for free until the end of the academic year. The get playing project has introduced students, who would not have had the opportunity, to experience learning a musical instrument, allowing them to then go onto applying for further financial support to continue with their musical journey.

Learning pathways



Our aim: By offering inclusive learning pathways, HMS aims to enable all students to pursue their interests and achieve their potential, including accessing social music making and the opportunity to progress professionally.

Our impact: Our beginner band workshops have allowed students to take their first steps in playing together and further expand on the diversity of our inclusive opportunities for entry level musicians. We have supported more young people, attending SEND schools, with the opportunity to participate in the Hertfordshire Schools' Gala.

Our county groups have continued to allow some of the most promising young musicians of Hertfordshire the opportunity to develop their ensemble and performance skills and continue to provide a pathway to further study and entry to the profession. The support and opportunities received through HMS has allowed these young people to take further steps towards a future in professional level music making.

Leadership



Our aim: Reflect the diversity of Hertfordshire within its leadership, policies, partnerships and recruitment. We are ensuring the voice of young people influences everything we do, and young people have an opportunity to meaningfully participate in decision making.

Our impact: Youth voice plays an important role in our strategic thinking and planning. The annual youth voice survey is one example where we ask our young people for their feedback. With 579 responses across the whole of Hertfordshire, representing a wide range of musical genres, ages, ethnicity and gender the quality of feedback ensured that youth voice was heard at the strategic level and shaped the services, policies and partnerships within the organisation.

Workforce



Our aim: Working with our staff and partners to develop their skills in inclusive music teaching.

Our impact: Developing an increasingly diverse workforce and influencing the development of best practice equality, diversity and inclusion within local and national musical communities.

Our inclusive instrumental music tutor job description document began as part of a review of our recruitment process. Our ED&I working group with participation from colleagues nationally including other music services and organisations, created online resources including a comprehensive job description that opens recruitment to include alternative routes into teaching.

"I am proud of our county of musical opportunity and the extraordinary achievements of our talented young musicians. As chairman, I am delighted to support arts and culture in Hertfordshire."

Cllr Terry Douris, Chairman of Hertfordshire County Council

Our people

We recognise that talented and hardworking people are critical to the continued success and transformation of Hertfordshire Music Service. The dedication, repertoire of skills, and inspirational commitment to music education shown by colleagues every day continues to be instrumental as we pursue our moral purpose in ever more challenging financially and environmentally sustainable ways. Throughout the 2022/23 academic year, the HMS workforce has demonstrated remarkable resilience and adaptability, overcoming numerous challenges and embracing new opportunities.

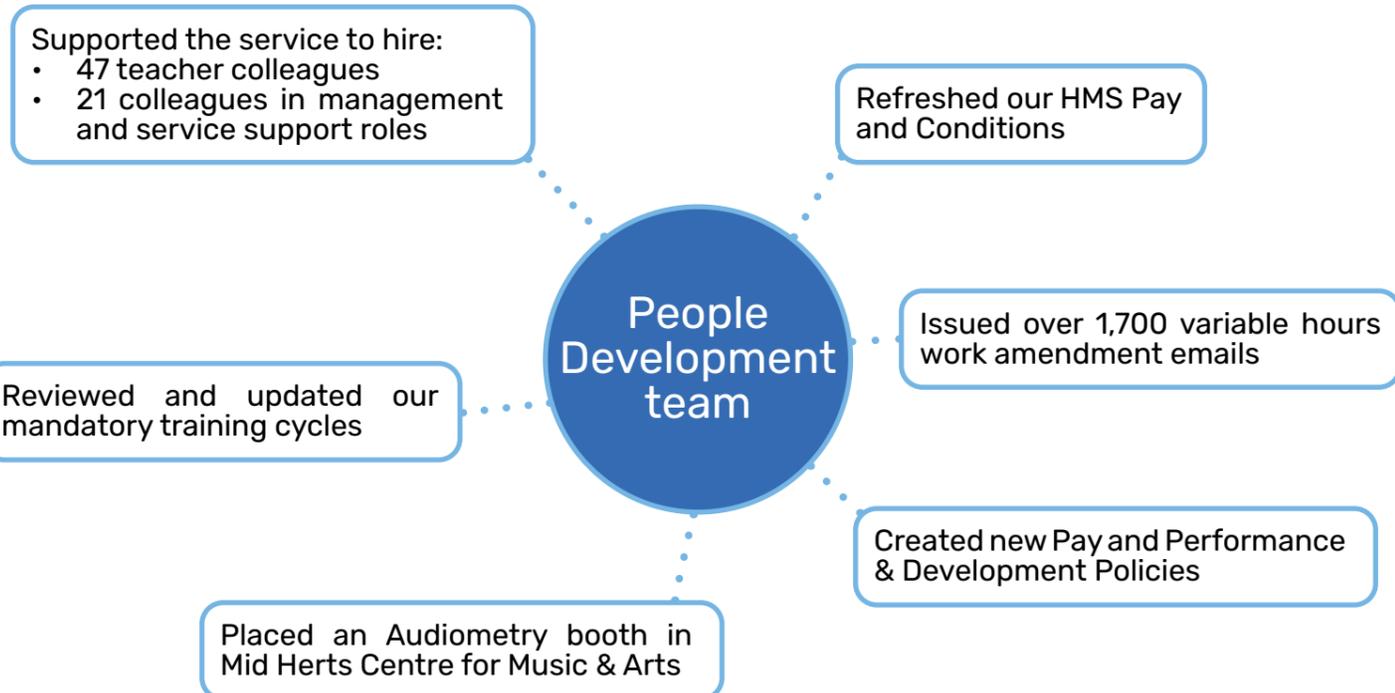
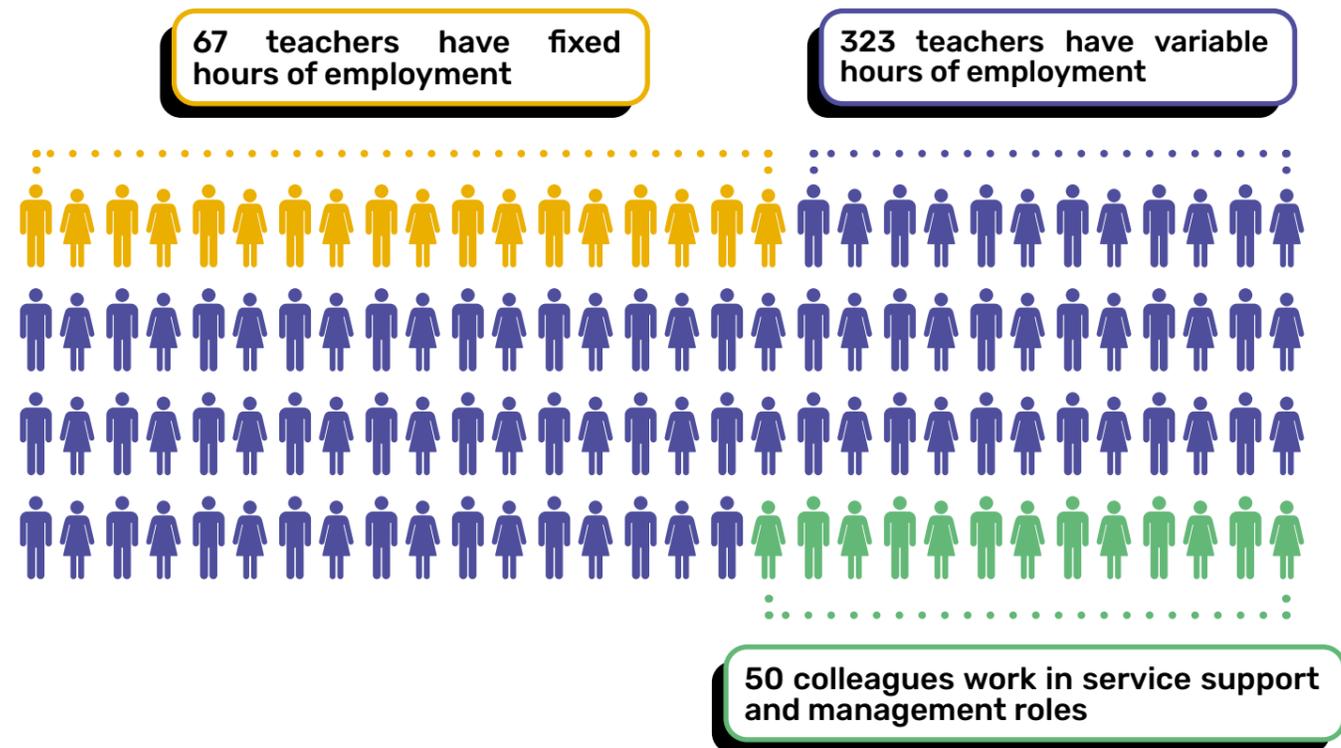
The HMS team brings together a rich ensemble of backgrounds, experiences, and perspectives, creating a dynamic and inclusive environment that fosters collaboration and sparks creativity. We firmly believe that a diverse workforce leads to greater innovation, better decision-making, and ultimately, superior outcomes for all.

HMS remains deeply committed to the growth and personal development of the team. We strive to provide the resources, training, and support colleagues need to reach their full potential. By empowering our team, we empower our organisation, fostering a culture of continuous learning and personal growth.

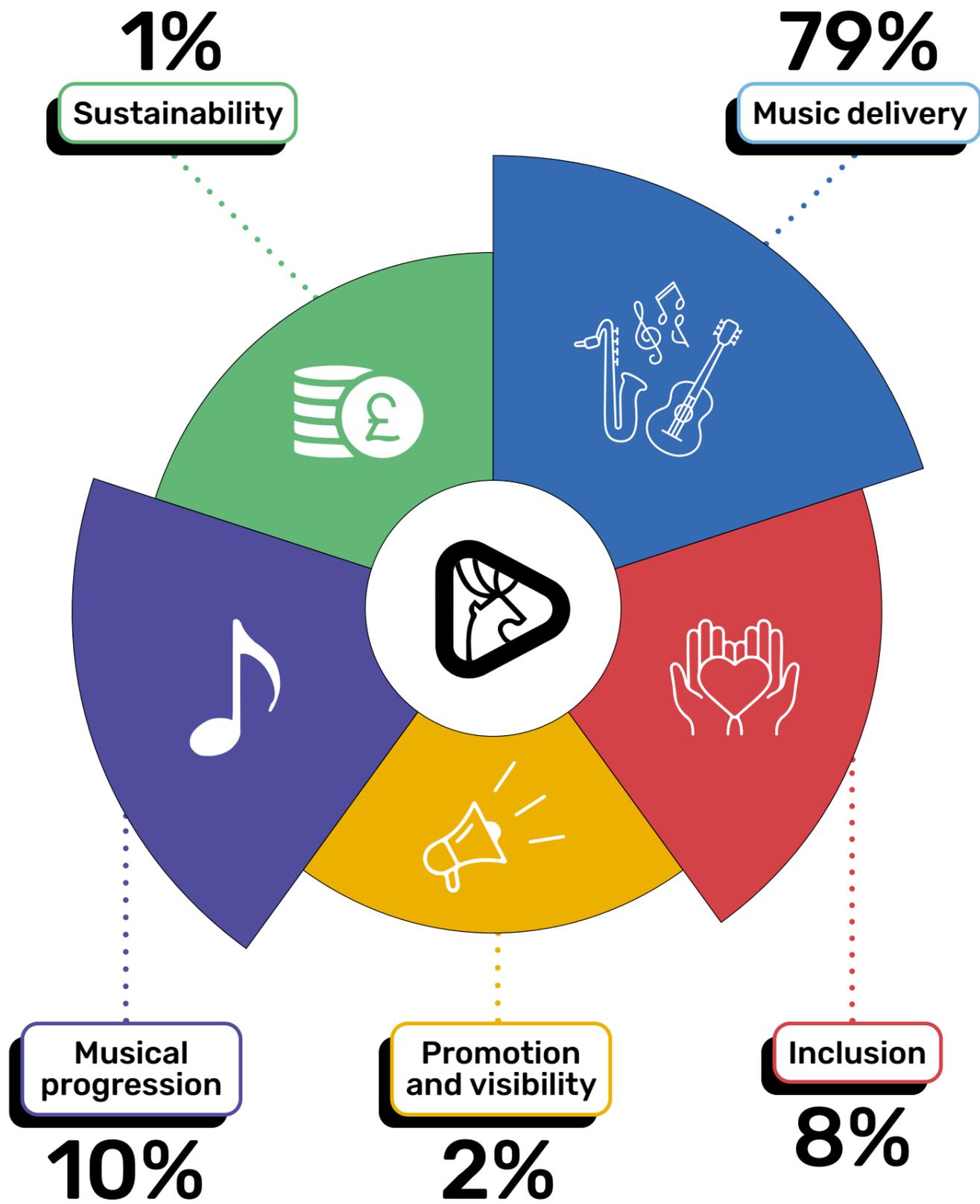
Furthermore, we recognise the importance of maintaining a healthy work-life balance. Wellbeing is of utmost importance to us; by prioritising wellbeing, we aim to foster and maintain a creative environment where colleagues can thrive, personally and professionally. Because of all of the above, as one team, we continue to strive to the realisation of HMS's ambitious vision; that all Hertfordshire's children and young people, regardless of background or circumstances, have the opportunity to discover and develop their unique musical voice, and express themselves through the language of music.



440 colleagues are part of the Hertfordshire Music Service team.



Operations & Finance



Our valued contributors

Hertfordshire Music Service would like to thank Hertfordshire County Council, The Hertfordshire Music Education Hub Forum, partner organisations and everyone who supports music making for young people in the county.

This consistent support enables thousands of children and young people to discover their musical voice and express themselves through the language of music.

Hertfordshire County Council

Chairman

Cllr Terry Douris

Vice Chairman

Cllr Lesley Greensmyth

Leader

Cllr Richard Roberts

Deputy Leader

Cllr Fiona Thomas

Executive Member, Education, Libraries and Life Long Learning

Cllr Caroline Clapper

Deputy Executive Member, Education, Libraries and Life Long Learning

Cllr Mark Mills-Bishop

Chief Executive

Owen Mapley

Deputy Chief Executive / Executive Director of Resources

Scott Crudgington

Children's Services

Executive Director

Jo Fisher

Director of Education

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Hertfordshire Music Service

Chief Executive Officer

Lisa Quinlan-Rahman

Director of Music

Ben Stevens

People, Culture and Business Development Director

Michael Mabbitt

Head of Operations and Finance

Jeff Clarkson

Hertfordshire Music Education Hub Forum members

Chair of Forum

Michael Taylor

Deputy Chair, and Headteacher – Simon Balle All-through School

Alison Saunders MBE

Observer – Councillor – Executive Member, Education, Libraries and Lifelong Learning (from May 2023)

Cllr Caroline Clapper

Councillor – Deputy Executive Member, Education, Libraries and Lifelong Learning (from May 2023)

Cllr Mark Mills-Bishop

Councillor – Liberal Democrat spokesperson for Education Libraries and Lifelong Learning

Cllr Mark Watkin

Headteacher – Roselands Primary School, Hoddesdon

Jane Carson

Headteacher – Townsend Church of England School, St Albans

Andrew Wellbeloved

Subject Leader – Music – Haileybury Turnford Secondary School, Turnford

Sally Nicholson

Headteacher – St Mary's Church of England VC Infant School, Baldock

Verity Edey

Director of Learning & Performing Arts – Longdean Secondary School, Hemel Hempstead

Karen Cheney

Headteacher – Haywood Grove School

Catherine Smith

Independent Member

Peter Hewitt

NEU Representative (Regional Manager, HMS)

Nyree O'Brien

Observer – Relationship Manager, Music – Arts Council England (from July 2023)

Adrian Cooke

Observer – Director of Education, Children's Services, HCC

Simon Newland

Chief Executive Officer, HMS

Lisa Quinlan-Rahman

Director of Music, HMS

Ben Stevens

People, Culture and Business Development Director, HMS

Michael Mabbitt

Observer – Head of Operations and Finance, HMS (from October 2022)

Jeff Clarkson

Former members during 2022/23 academic year

Observer – Councillor – Executive Member, Education, Libraries & Lifelong Learning (until May 2023)

Cllr Terry Douris

Councillor – Deputy Executive Member, Education, Libraries & Lifelong Learning (until May 2023)

Cllr Fiona Hill

Observer – Relationship Manager, Music – Arts Council England (until January 2023)

Emily Fletcher

Observer – Head of Operations and Finance, HMS (until October 2022)

Doris Mutegi

Chief Executive, Benslow Music (until May 2023)

Peter Collyer

Our partners

We are proud to be working in partnership with the following organisations to enable young people in Hertfordshire access to high quality music education.



Supported using public funding by





| A look to the future

As we reflect on the achievements of the past year, we are inspired to continue driving innovation and shaping the future of music making. Our focus remains on improving the lives and life chances of Hertfordshire's children and young people through the power of music, expanding our national influence, and creating mutually beneficial partnerships that drive growth and value for all stakeholders. We are committed to maintaining our position as a market leader and leveraging fresh insight and ideas to continue growth.

We would like to express our deepest gratitude to our dedicated teachers and colleagues, valued contributors, supportive partners, schools and the parents and carers of our students. It is their passion, hard work, and unwavering belief in our mission that has developed Hertfordshire Music Service to new heights. We also wish to recognise the incredible support of Hertfordshire County Council and our Hub Advisory Board, for which we are enormously grateful.

Together, we will continue to develop the way people access and make music and build a sustainable future. And finally, our thanks to the children and young people who make our service such a joy to deliver.

Congratulations to each and every one of them on their outstanding achievements this year.

Making Music

Improving Lives

Thank you to all
colleagues, residents and
organisations who feature
in this publication and to all
those who support music
education in Hertfordshire.

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