



Wellbeing team Application pack



Please get in touch if you would like this application pack in another format.

Orchestras for All, Cecil Sharp House, 2 Regent's Park Road, London NW1 7AY
info@orchestrasforall.org | 0207 267 4141 | [orchestrasforall.org](https://www.orchestrasforall.org)     
Orchestras for All is registered with the Charity Commission in England and Wales (1150438)

Orchestras for All



Orchestras for All (OFA) believes that all young people should be able to access the life-changing experience of group music-making, whatever their circumstances. We exist to break down significant barriers to music-making in the UK – logistical, financial, geographical, personal and cultural – with the overarching objectives that:

- Young people will have increased access to high-quality, consistent provision of ensemble music-making opportunities, and
- Young people will be better equipped with the life skills and self-awareness they need to achieve their aspirations.

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Our vision is where any young person aged 11-18 can access the benefits of group music-making in the UK.

All young people should have an equal opportunity to experience the joy of ensemble music-making, develop social skills with friends from all backgrounds and belong to a thriving national music network, regardless of the daily challenges they may be facing.

To achieve this, Orchestras for All has launched an ambitious five-year strategy focusing on three core programmes, working with around 500 young people and 100 music teachers annually:

- **National Orchestra for All (NOFA)**, the world's only completely inclusive national youth orchestra, bringing together 100 young musicians (aged 11-19) for courses and performances across the UK;
- **Modulo Programme**, which kickstarts an exciting culture of music-making across 35 state secondary schools nationwide, giving 11-18-year-olds the chance

to form an ensemble at school, before teaming up with other young people from across the country, and

- **Music Leadership Training (MLT)**, a series of virtual and in-person training sessions and webinars, supporting teachers and music leaders to develop the skills they need to run an inclusive ensemble.

Wellbeing team members

Orchestras for All is looking for new wellbeing team members to join its pool of freelancers, who will work at National Orchestra for All (NOFA) events and residentials, supporting the personal and social development of NOFA musicians.

The wellbeing team plays a pivotal role in supporting NOFA members during residential and online courses. They support members during orchestral rehearsals, social activities, mealtimes, online activities, travelling to and from venues and more.

Please note you do not require any musical ability to apply for this role.

The wellbeing team are responsible for:

- The overall safety and wellbeing of young people (supported by the safeguarding team and Wellbeing Lead);
- Supporting members to communicate their needs;
- Supporting members to form positive relationships;
- Nurturing members' emotional and social development, and
- Adhering to safeguarding policies and procedures and promoting a culture of safeguarding.
-

Commented [HC1]: Supporting members to communicate their needs?

“The tutors who work with me have a lot of patience. They never leave anyone out so it makes you feel included... they create such a warm environment: no matter what, they will always encourage you to keep pushing forward, which further motivates and inspires others within the section to treat other people that way.”
– NOFA member

Terms

Commitment: Wellbeing tutors will work on a freelance basis across National Orchestra for All's activity, which usually takes place in the spring, during summer holidays and occasionally, termtime weekends (approximately 10-14 days a year).

2024

17 February, 10am-5pm	In-person training day
4 or 18 February, 10am-5pm	NOFA member online preparation day
25 March, 7pm-9pm	Spring briefing (paid training)
2-5 April residential	Spring course, Birmingham
22 July, 7-9pm	Summer briefing (paid training)
30 July - 2 August	Summer course, Birmingham

During residentials, the wellbeing team stay overnight in the provided accommodation, and will support with either the wake-up or bedtime routines.

Remuneration: £185 per day, plus all travel, accommodation and subsistence that is provided.

Base: From home and/or at various residential locations around the UK.

Reporting to: Wellbeing Lead or Head of Programmes and Partnerships (OFA's Designated Safeguarding Lead).

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Job specification

- Supporting a group of eight to 15 NOFA members, with awareness of the specific barriers and backgrounds of each member and the social and emotional challenges they may face in a residential setting;
- Supporting NOFA members to participate in music rehearsals (this may mean sitting beside them to help them access their music, moving their instrument, aiding with communication, helping them to feel included and more confident, observing the group to see if anyone needs support);
- Identifying any barriers NOFA members may feel in rehearsals and providing the support they need to be able to rejoin the music-making activities;
- Lead activities with a focus on inclusivity, encouraging NOFA members to participate;
- Supervising NOFA members during wake-up hours, bedtime and mealtimes;
- Planning and delivering engaging activities for NOFA members to support their social and

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emotional wellbeing, team building,
communication and community;

- Supporting NOFA members to reflect for themselves and share feedback for OFA's impact evaluation;
- Passing on any wellbeing and safeguarding concerns to the safeguarding team in a timely manner;
- Making accurate records of any wellbeing and safeguarding concerns;
- Chaperone duties may include travel from cities across the UK;
- Adhere to safeguarding processes and procedures;
- Attending compulsory paid training provided by OFA, and
- Taking time to read and learn about the young people you will be supporting.

Person specification

We are looking for someone who is excited and inspired by our work, passionate about supporting the wellbeing and social development of young people and shares our values in practice (**inclusivity, collaboration, ownership**).

National Orchestra for All (NOFA) is a truly diverse orchestra. Each member of the orchestra has experienced barriers to music participation. This may be that they come from a rural area, face socio-economic barriers, are neurodivergent, have a physical disability, experience racism, transphobia or other types of discrimination.

Therefore, the wellbeing team must be equipped with a range of skills to meet the needs of every young person. These skills could be acquired through training and/or lived or professional experience.

We would encourage applications from individuals with experience of supporting young people in any of the following areas:

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- Adverse Childhood Experiences (ACEs);
- Social, Emotional and Mental Health (SEMH) challenges (especially social or pandemic anxiety);
- Neurodivergent young people, including autism spectrum condition (ASC) and attention deficit hyperactive disorder (ADHD), dyslexia, dyspraxia, Williams syndrome;
- Global developmental delay;
- Physical disabilities;
- Learning disabilities;
- Sensory impairments;
- Speech or language therapy;
- Occupational therapy;
- Youth work, and
- Mentoring and coaching.

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Commented [ED6]: List any other examples?

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Essential

- Experience of working with young people facing specific barriers, including Adverse Childhood Experiences (ACEs), Social, Emotional and Mental Health (SEMH) challenges, social, pandemic anxiety, neurodivergence,

especially autism, attention deficit hyperactive disorder (ADHD);

- Takes an inclusive, young person-centred approach, able to work well with young people from a wide range of backgrounds facing a wide range of barriers;
- Excellent communication skills;
- Be a supportive, friendly, approachable and nurturing role model for NOFA members;
- A team player, confident in building positive relationships in new and evolving teams;
- A willingness to learn and develop;
- Creative and flexible, with a positive, problem-solving attitude, particularly in times of challenge;
- A firm believer in the value of participation in music-making and passionate about music education and young people;
- Shares and embodies Orchestras for All's key values of inclusivity, ownership and collaboration;
- Proactive in any situation;
- Good listening and observation skills and the ability to communicate with young people who may face barriers;

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- Ability to remain patient and calm in challenging situations;
- Is happy to work both one-to-one with a young person and also to lead a group of young people;
- Ask for help, support and guidance if something is not clear;
- Adhere to confidentiality in line with safeguarding and GDPR policies, particularly relating to sensitive information about young people;
- Be a reliable, dependable and approachable person.

Desirable

- Experience of working with young people in a residential course setting;
- Experience in speech or language therapy, occupational therapy or youth work from within a residential setting, and
- Sound working knowledge and experience of safeguarding.

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Any appointment will be subject to an enhanced DBS check with child barring, paid for by Orchestras for All. Orchestras for All staff receive full training for the role, including in safeguarding and child protection.

Equal opportunities

Equality

Orchestras for All is committed to equality for everyone. We encourage you to apply no matter what your age, disability, caring responsibilities, gender, pregnancy and maternity, gender identity, marriage and civil partnership, race, religion or belief and sexual orientation. We recruit by merit based on fair and open competition.

Access

We will support any access requirements you may have during the recruitment process and ensure that reasonable adjustments are in place. During the shortlisting process, all applications are anonymised: your name will only be given to the interview panel at the interview stage.

Inclusivity

We are an inclusive employer and know that diversity is crucial to the success of our work. It's hugely important that the young people we work with see themselves reflected in the staff leading our programmes. We also know that increasing the diversity of our team will mean that a wider range of views and experiences will impact our work, ultimately increasing the quality of what we're doing and ensuring that OFA is relevant and accessible to people from all backgrounds.

Diversity

We are actively encouraging applications from those with similar backgrounds and lived experiences as those of the young people we work with. **If you have declared a disability or are from an under-represented* group on your application form and can demonstrate you meet the essential criteria for the job, you will be automatically invited to interview.**

*We particularly welcome applications from Black, Asian and ethnically diverse applicants and people from a lower socio-economic background, who are currently under-

represented in our team.

Application process

To apply, please complete the application form on our website by **9am on Monday 27 November 2023** (www.orchestrasforall.org/join-the-team).

If you would prefer to submit your application as an audio or video recording (a maximum length of five minutes), you may send the recordings to

recruitment@orchestrasforall.org – this can be done via wetransfer.com or [Dropbox](https://www.dropbox.com) if the file is too large. No assessment of the production quality of audio or video recording will be made. Receipt of all applications will be acknowledged.

Your application will be assessed as follows:

- Ability to demonstrate the qualities needed for the role as described above, including demonstrating any transferable skills (75 per cent), and
- Relevant experience from your experience (25 per cent).

Interviews: 6, 7 or 8 December 2023, taking place via Zoom.

If you cannot make the interview date, please still apply and get in touch to let us know. We will do everything we can to offer you an alternative date.

Any questions?

Candidates are welcome to contact Wellbeing Lead, Sasha Mattock, via email at recruitment@orchestrasforall.org or over the phone on 0207 267 4141 to discuss the role, how their experience is transferable to this role or the organisation in more detail.

Thank you for taking the time to read this pack and we look forward to receiving your application.



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