JOB DESCRIPTION

Job Title: Community Music Practitioner (Self-Employed)

Region/Location: Multiple - Across Berkshire

Contract Type: Self-employed

Hours: Variable, including daytime and evening delivery

Start: January 2027

Reporting Structure: Community & Inclusion Manager

Primary Job Purpose

The Community Music Practitioner will plan and lead engaging, child-centred group music sessions that support the social and emotional wellbeing of children and young people. This is not a traditional instrumental teaching role: the postholder will create safe, welcoming spaces where participants can explore music, connect with others, express themselves and shape the creative direction of each session.

Principal Responsibilities

1. Plan and lead fun, creative group music sessions in alternative provision, SEND and youth settings across Berkshire, with a requirement to be able to travel to different locations within the county.
2. Use music-making to support young people's social and emotional wellbeing, confidence, self-expression, connection and sense of belonging.
3. Create a safe, warm and inclusive environment in which each participant feels heard, respected and able to take part in ways that work for them.
4. Adopt an open, individual and child-centred approach, recognising that some participants may have experienced significant challenges in their lives.
5. Respond creatively to what emerges in the room, balancing preparation with the flexibility to follow young people's interests, energy and ideas.
6. Differentiate activities for a wide range of ages, needs, abilities, communication styles and levels of musical experience, from Key Stage 1 to young adulthood.
7. Enable young people to explore a range of instruments and musical roles, confidently holding the space even when they choose instruments outside the leader's own specialism.
8. Facilitate collaborative music-making, songwriting, improvisation, listening, discussion and other creative activities rather than relying on conventional lesson structures.
9. Lead our new Chill Jam music youth club session on Thursday evenings in Crowthorne, where young people share music, play instruments, listen to playlists and discuss favourite artists.

10. Initially deliver across two daytime alternative provisions, one small daytime SEND setting and two evening youth sessions, with timings agreed according to need.
11. Develop confidence in inclusive digital music delivery using platforms such as Logic Pro or Ableton, engaging with training where required.
12. Build positive, professional relationships with young people, setting staff, parents or carers where appropriate, and colleagues within the Community & Inclusion team.
13. Follow agreed safeguarding, health and safety, data protection and organisational procedures, and raise concerns promptly through the appropriate channels.
14. Contribute to reflection, evaluation and development of this growing area of inclusive practice, sharing learning and ideas with the wider team.
15. Work reliably as a self-employed practitioner, communicating availability, maintaining appropriate records and managing session preparation and travel.

Role Context and Specialisms

1. Creative and confident musician, ideally a multi-instrumentalist, with the ability to encourage exploration across different instruments and styles.
2. Experience of, or a strong interest in, working with children and young people in alternative provision, SEND, youth, community or other inclusive settings.
3. An interest in digital music-making and willingness to develop delivery skills using platforms such as Logic Pro or Ableton; training can be provided.
4. Availability for a mixed pattern of daytime and evening sessions, including Thursday evenings in Crowthorne, with the flexibility expected of self-employed work.
5. Instrumental teaching skills are welcome but not essential; practitioners with these skills may be offered additional work through other teams as opportunities arise.
6. This is a growing area of work. The initial allocation may develop, and additional freelance opportunities may become available.

Our Values

- **Inclusivity** – we believe music should be accessible to all
- **Respect** – we respect others views and lived experiences
- **Transparency** – we are open and honest
- **Innovation** – we continuously evolve and adapt to changing needs
- **Responsibility** – we take responsibility for our mission
- **Partnership –** we embrace partnership working

PERSON SPECIFICATION

	Criteria
Skills and Abilities	• Confident practical musicianship; multi-instrumental ability is desirable but not essential. • Ability to facilitate group music-making without imposing a traditional teaching model.

	• Ability to differentiate activities and communication for varied ages, needs and abilities. • Warm, engaging communication and the ability to build trust with children and young people. • Ability to respond, improvise and adapt creatively while maintaining a safe session structure. • Interest in a wide range of musical styles and in digital music-making using Logic Pro, Ableton or comparable platforms. • Good organisation, reliability and communication as a self-employed practitioner.
Experience & Knowledge	• Experience of leading creative music activities with children, young people or community groups. • Experience in alternative provision, SEND, youth or inclusive settings is desirable; relevant transferable experience and a strong willingness to learn will be considered. • Understanding of child-centred and trauma-aware practice, including how challenging life experiences may affect engagement and behaviour. • Understanding of safeguarding responsibilities when working with children and young people. • Experience of supporting social and emotional wellbeing through creative practice is desirable. • Experience of instrumental teaching may create opportunities for additional work but is not a core requirement. • Relevant training, qualifications or evidence of continuing professional development in music, youth work, education, wellbeing or inclusive practice are welcome.
Personal attributes and other requirements	• Warm, approachable and highly engaging, with the presence to connect with children and young people from Key Stage 1 to young adulthood. • Inclusive, respectful and curious about each young person's identity, interests, strengths and lived experience. • Patient, calm and emotionally attuned, including when sessions do not follow the expected plan. • Adaptable and comfortable allowing creative work to develop organically while keeping everyone safe and included. • Playful, imaginative and willing to experiment with a broad range of musical approaches. • Collaborative and able to work constructively with setting staff and colleagues.

	• Reflective, open to feedback and motivated to develop inclusive and digital music practice. • Dependable, professional and able to manage the practical responsibilities of freelance work. • Willing and able to travel across Berkshire and work a combination of daytime and evening sessions.

CREATIVE & INCLUSIVE MUSIC LEADER ROLE COMPETENCIES

Competency Group – Communication & Creative Practice	
Competency Title	**Description**
Listening	Listens closely to young people and responds to verbal, non-verbal and musical communication.
Speaking	Communicates warmly and clearly, adapting language and approach to the individual and the setting.
Competency Group – Responsiveness & Problem Solving	
Competency Title	**Description**
Creative & Innovative Thinking	Develops flexible, engaging musical activities that build from young people's interests and ideas.
Problem Solving	Responds calmly and creatively when engagement, access, behaviour or practical challenges arise.
Competency Group – Personal Effectiveness	
Competency Title	**Description**
Attention to Detail	Notices individual access needs, wellbeing cues, group dynamics and safeguarding concerns.
Ethics & Integrity	Builds trust through consistent boundaries, respect, honesty and professional conduct.
Self-Management	Plans and prepares effectively, communicates availability and manages freelance responsibilities reliably.
Tact	Handles sensitive or challenging situations with empathy, discretion and appropriate boundaries.
Competency Group – Inclusive Relationships	

Competency Title	Description
Relationship Building	Creates trusting, constructive relationships with young people, staff and colleagues.
Teamwork	Works cooperatively with setting staff and the Community & Inclusion team to support participants.
Valuing Diversity	Creates an environment in which different identities, abilities, musical tastes and ways of participating are valued.
Competency Group – Group Facilitation	
Competency Title	**Description**
Facilitating Groups	Enables safe, cooperative and enjoyable group music-making in which everyone has a meaningful route to participate.
Training & Presenting Information	Shares musical ideas and techniques in accessible, engaging ways without relying on a traditional lesson format.
Competency Group – Freelance Practice	
Competency Title	**Description**
Planning & Organising	Balances thoughtful preparation with sufficient flexibility to follow the group's creative direction.