



Scottish Schools
Pipes and Drums Trust

Scottish Schools Pipes and Drums Trust Chief Executive

Candidate Information Pack, September 2024

LHH



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Welcome from David Johnston, Chair

Working to safeguard and expand traditional music, and helping young people to develop skills for life.

With pupils across Scotland settling into the new term we look forward to continuing our work in more than 260 schools, many in disadvantaged and remote areas. The Scottish Schools Pipe and Drums Trust (SSPDT) is in good health and our appetite to reach even more children and introduce them to the pipes and drums remains undiminished. We remain committed to helping to safeguard the future of our national instruments while delivering opportunities to thousands of young people that would be very difficult without our assistance.

We know that being involved in a pipe band has wider benefits for the career prospects of those leaving secondary school. Widespread research has shown that learning an instrument raises attainment in numeracy and literacy and being part of a pipe band 'family' helps children develop skills for life, learning and work such as camaraderie, confidence and resilience.

I want to publicly thank our Chief Executive Officer (CEO) Alex Duncan for all her hard work and commitment over the past nine years in playing a major role in reviving interest in our national instruments and enriching the lives of so many children up and down the country. I wish her all the best as she moves on to pursue new interests.

The organisation is now recruiting for an inspirational leader to bring forward innovative and creative solutions to reach the estimated 20,000 young people who would like to learn the pipes and drums if they had the chance to do so. By doing so, we also create jobs for instrumental instructors, help set up community organisations and charities, train the next generation of tutors through our apprenticeship programmes, put instruments into the hands of new learners through our free national bagpipes lending scheme, run professional development forums, organise a national schools Championships and other events, and partner a wide range of organisations.

We are seeking someone who has a passion for working with young people and who has an appreciation of the transformative power of music. Our ambition is to ensure that what we do is on offer in every corner of Scotland. You will be our ambassador to champion our work and engage with communities to provide more opportunities for young people to get involved in learning an instrument.

If you believe you have the leadership, partnership and creative skills required for this challenging and rewarding role, we would be delighted to hear from you.



Welcome from Angus Tulloch, Founder

Bringing music to the lives of thousands of young people across the country.

The East Lothian Schools Pipes and Drums Trust was set up in 2007 at a time when many community pipe bands – particularly those in post-industrial communities – were folding or struggling to survive. To compensate for this worrying decline, piping and pipe band drumming tuition was established at Preston Lodge High School and its feeder primary schools, and in a few other areas. These initiatives were such a success, that eight years later the Scottish Schools Pipe and Drums Trust (SSPDT) was established. The creation of a national charity gave us the platform to help safeguard the musical traditions of the pipes and drums in Scotland, while supporting young people to broaden their education, raise attainment and develop key life and work skills.

I'm incredibly proud, and privileged, to have played a part in bringing music to the lives of so many young people across the country, many of whom would never have had the opportunity otherwise.

Today, with support from the SSPDT, there are schools pipe bands and tuition in 24 out of 32 local education authorities in Scotland; our reach extends from Aberdeenshire to East Ayrshire, Fife and Dumfries and Galloway, to the isles of Benbecula, Barra, Lewis and Harris in Eilean Siar and to Berwick

and Duns in the Scottish Borders. We collaborate with councils, schools and voluntary organisations to deliver these programmes – sometimes helping communities to establish their own groups to manage the development of a school pipe band. Supporting the rounded ecology of traditional music in Scotland, we also help to train the next generation of tutors, organise the Scottish Schools Pipe Band Championships and other events, lend instruments, and help provide professional development for tutors.

Today, more than 2,500 young people are learning the pipes and drums every week in state schools, many in disadvantaged areas, because of the Trust's intervention and support. The discipline and teamwork of being involved in a pipe band instils important life skills among our young people.

We are now ready to evolve again as we enter a new chapter in the Trust's colourful history. We want someone with exceptional leadership skills and experience in building consensus to be our new ambassador to bring the joy of music to thousands more young people, no matter their background or where they live. If that sounds like the type of challenge you would relish, please get in touch and share your vision of how we can achieve this.



About Us

Advancing education, the arts, heritage, culture and community.

We aim to advance the arts, heritage, culture and community development by encouraging young people in Scotland to take up the chanter, pipes and drums and by supporting the development of school pipe bands. In doing so, we support young people to broaden their education, in particular their musical and social skills. Our vision is to ensure that pipers have their own set of pipes by the time they graduate from school, so they can enjoy a lifetime of music making. We are also advocates for opportunities to learn the pipes and drums on a par with orchestral instruments

Raising attainment in Scotland's state schools

There are now 60 more piping and drumming teaching roles in Scotland and more sustained opportunities to learn the pipes or drums in 24 out of 32 councils.

Much of our work builds on the programme in Prestonpans, East Lothian, where pupils are offered free piping or drumming lessons from the age of eight or nine in a cluster of primary schools that feed into Preston Lodge High School. A senior and a junior band now perform regularly for the school and community; young people have achieved a wide range of SQA qualifications, and they travel widely and compete in the World Championships and other leading competitions.

Schools Pipe Band Programmes

We pro-actively encourage piping and drumming in state schools leading to the development of pipe bands by working in partnership with organisations such as schools, local authorities and other partners.

The Scottish Schools Pipe Band Championships

We organise and fund the world's largest competition for schools. The annual Championships encourage the formation of school pipe bands with taster grades for schools with no competing experience as well as providing a forum for schools competing at the highest level.

Funding and Bagpipe Lending

We support pipe band programmes in state schools by awarding cash grants, offering guidance and lending bagpipes to eligible organisations

Education and Training

We aim to deliver high quality programmes that meet national standards, that help young people gain accredited qualifications and that support professional development for instructors. We offer paid apprenticeships and internships for aspiring piping and drumming tutors, mostly in partnership with the Royal Conservatoire of Scotland. Our Music Enterprise Award is a framework for pipers to acquire their own set of pipes using borrowed pipes to raise funds.

Timeline



2007: East Lothian Pipes and Drums Trust (ELPDT) established

Pipes and drums tuition in Haddington and Prestonpans school clusters begins.

2012: Preston Lodge High School Pipe Band formed

2013: Colonel James Gardiner Memorial Fund endows tuition to Prestonpans school.

First Preston Lodge High School Pipe Band visit to China.

First annual Scottish Schools Pipe Band Championships held, supported by RSPBA.

2014: A Freestyle Championships category encourages fusion with other instruments.

Modern Apprenticeship introduced at Preston Lodge High School.

2015: ELPDT reconstituted as Scottish Schools Pipes and Drums Trust (SSPDT).

Small scale bagpipe lending scheme introduced.

Preston Lodge High School Pipe Band achieved Juvenile grade.

2016: First national professional development forum for schools' instructors, organised with the National Piping Centre.

'Bagpipe Amnesty' launched with the Scottish Fire and Rescue Service.

2017: Paid internship programme for trainee tutors at Preston Lodge High School launched.

2018: National Bagpipe Lending Scheme instituted.

2019: SSPDT partners the Royal Conservatoire of Scotland to deliver internships.

2020: SSPDT tutors at PHLS switch to online lessons within a week of pandemic lockdown.

2021: Music Enterprise Award scheme trialled to help learners fund their own first set of pipes.

"Wake Up Scotland!" online competition launched with the Red Hot Chilli Pipers.

The Scottish Schools Pipe Band Championships (March 2021) replaced with online Freestyle competition.

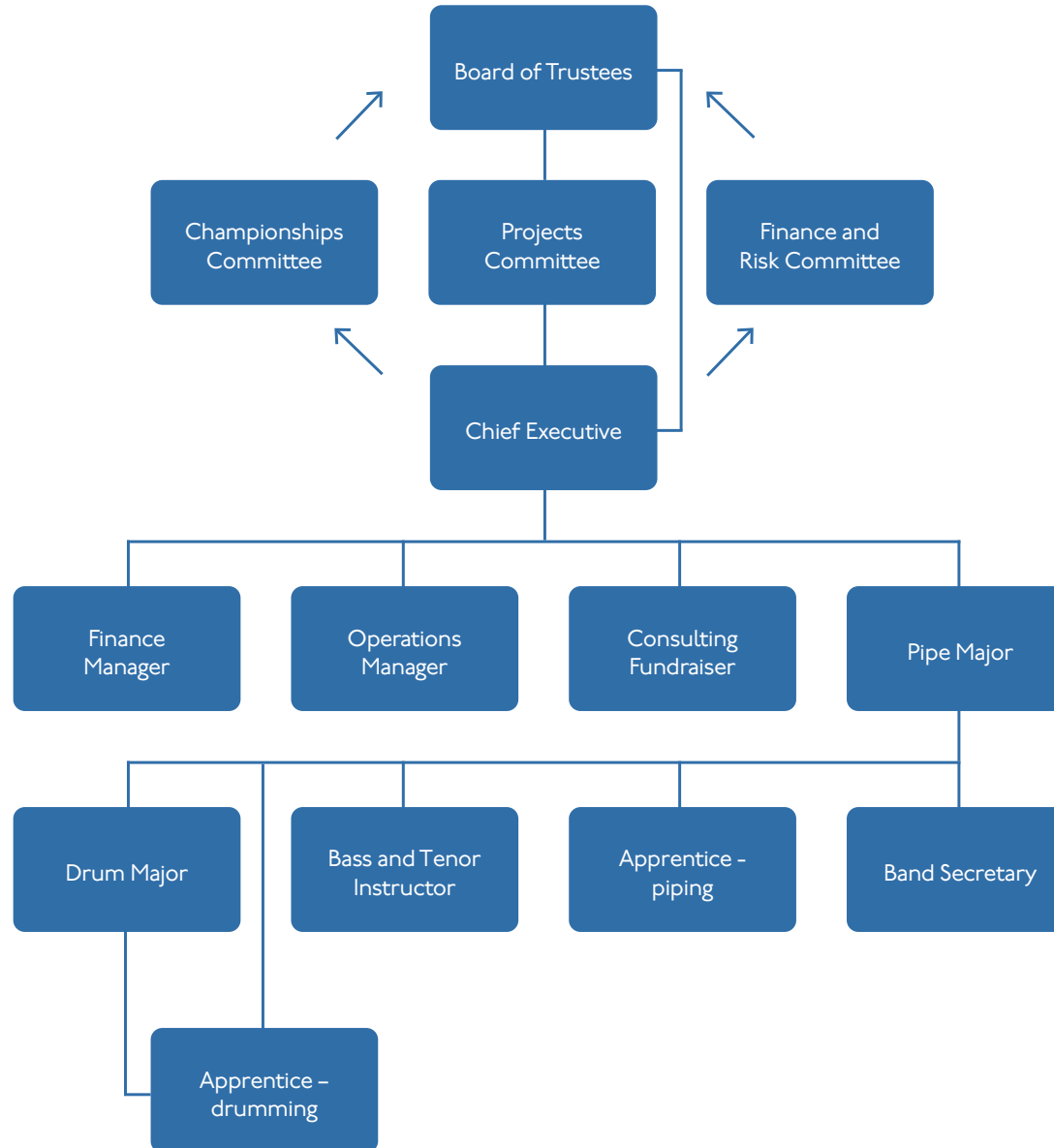
2022: Free loan of B-flat chanter introduced, to enable pipers to play and perform with other instrumentalists in concert.

2023: Pilot scheme to lend Scottish small pipes to pupils, facilitating music-making in ceilidh and other groups.

2024: The first Scottish Schools Pipes and Trad Music Fest is held at the Mound in Edinburgh in June.

First piping internship on the Isle of Skye, with Sabhal Mor Ostaig, Highland High Life and the Skye Youth Pipe Band.

Organogram





The Advertisement

Chief Executive Officer

Location: Edinburgh/Hybrid

Salary: up to £75,000 (Open to four days pro-rated and flexible hours)

Raising attainment and broadening achievement amongst young people, with a focus on remote and deprived areas.

Our vision is to help raise attainment and broaden achievement amongst Scotland's state school pupils, and to safeguard Scotland's musical traditions, by supporting the development of schools pipe bands.

Today, more than 2,500 young people are learning our national instruments every week in state schools, many in disadvantaged areas, because of the Trust's intervention and support. But we know we can do much more.

The Scottish Schools Pipe and Drums Trust (SSPDT) is in good health and our appetite to reach even more children and introduce them to the pipes and drums remains undiminished.

We are now recruiting for a new Chief Executive Officer with exceptional leadership skills and a passion for working with young people.

You will relish taking on the role of being the organisation's ambassador and through your creativity come up with innovative ideas to open up new opportunities to bring the joy of music to thousands more young people, no matter their background of where they live. You will take forward our well-established apprenticeships, work with our experienced organising committee to deliver the Scottish Schools Pipe Band Championships, oversee our national instrument lending scheme, work with partners to provide professional development for piping and drumming instructors, seek new partnerships, co-create new projects and establish local or regional organisations to take forward tuition programmes, and co-create new tutor roles.

We are now well established in delivering quality tuition and there is now a window of opportunity to reach even more young people and get them interested in playing an instrument.

We are seeking someone who can inspire and has an appreciation of the transformative power of music. You will be driven to champion our work and engage with communities and stakeholders to reach parts of the country where we have yet to make an impression.

This role requires exceptional leadership, decision-making, and communication skills to formulate a new strategy to ensure the organisation continues to evolve and make a tangible contribution towards Scotland's cultural health.

If you are the visionary leader we are looking for, with a passion for improving the life chances of young people, with experience of hands-on project development and change-making, we'd love to hear from you.

Applications in the form of a tailored CV and covering letter, highlighting your skills and experience pertinent to the role, should arrive no later than **midnight Sunday 29 September** to ScotlandExecutive@LHH.com.

For a confidential, informal discussion about the role, or to request a Candidate Information Pack, please contact LHH Recruitment Solutions directly on **+44 (0)141 220 6460** or email the address above.



About You

You will relish using your strong partnership, project development and relationship management skills, as well as taking responsibility for being an ambassador and advocate.

Your ambition and passion for working to enrich the lives of young people should align with our vision to offer the next generation new opportunities, no matter their background or location.

This role is ideally suited for an authentic and inspiring leader of people, able to foster collaborative environments and a coaching culture.

You will have strong personal values with a commitment to leading an organisation with a strong sense of purpose while taking a creative and innovative approach to problem solving.

Using your strong analytical, problem solving and decision-making skills you will provide eye-catching solutions to expand our offering.

This position requires strong project management and planning skills, taking a strategic approach to the evolution of the organisation.

You will relish taking responsibility for being an ambassador, using your strong partnership and stakeholder relationship management skills to negotiate and influence within a complex working environment and bringing people together.

This is a demanding role and requires personal resilience, with the successful candidate able to prioritise and balance external and internal pressures.

You will be flexible and adaptable, comfortable operating with high integrity at all times and with the ability to understand and use financial information to make sound business decisions.





The Role – CEO of Scottish Schools Pipes and Drums Trust

Expand learning and music-making for young people, co-create jobs and pipe band programmes for schools, extend training and professional development, put instruments into the hands of young people, manage championships and events.

AIMS

You will lead on sustaining, strengthening and expanding the circular ecology of traditional music learning, teaching and performance in Scotland, with a focus on the Great Highland Bagpipe and pipe band drums. This strategy will be underpinned by broadening the education of young people, helping them to widen achievement and develop skills for life, learning and work, especially those who are disadvantaged and/or live in remote areas.

ACTIVITIES

The CEO's activities will include, but will not be confined by the following:

School Pipe Band programmes and models

- ◆ Sustain and expand opportunities for pupils in state schools to learn the pipes and drums and to become part of school pipe bands and other musical groups.
- ◆ Innovate and adapt delivery models to suit communities and circumstances, and export and expand these successes to other areas.
- ◆ Engage with a range of partners, at national, regional and local level.

- ◆ Focus on areas of disadvantage and remote areas.
- ◆ Monitor and evidence gaps in provision and demand, as well as changes in wider achievement, attainment and reach.

Grant making and management

- ◆ Manage the grants programme.
- ◆ Work with organisations to create or strengthen tuition programmes in advance of grant applications.

Instruments

- ◆ Manage and expand SSPDT's free national bagpipe lending scheme that enables young learners to get started and that provides pathways for learners to acquire their own pipes for a lifetime of enjoyment.
- ◆ Monitor and analyse the instrument lending scheme with a view to sharing results with other organisations, and encouraging other organisations to adopt this proven model, so that more young instrumental learners acquire their own instruments.
- ◆ Develop a co-funded Music Enterprise Award, proving a model that could be adopted by other organisations for other instruments.



- ◆ Manage the concert chanter lending scheme to maximise performance opportunities for young people.

Training, professional development and job creation

- ◆ Manage apprenticeships and internships in partnership with organisations including the Royal Conservatoire of Scotland and Sabhal Mòr Ostaig, and extend to more tertiary education organisations and partners.
- ◆ Develop professional learning for piping and drumming tutors in partnership with organisations such as the National Piping Centre.
- ◆ Co-create new day-time jobs for piping and drumming tutors.



The Role – CEO of Scottish Schools Pipes and Drums Trust

Manage all aspects of SSPDT's charitable and organisational activities, including Grant making, Programme development, Finance, Human Resources, Governance, Fundraising, Events and Training.

Advocacy and publicity

- ◆ Analyse the evolving ecology of instrumental music for young people in Scotland, and advocate for practical, sustainable solutions that widen opportunities to learn and take part in music-making.
- ◆ Maximise publicity through social media and PR to generate support and widen opportunities.

Events

- ◆ Manage the delivery of the annual Scottish Schools Pipe Band Championships in March with the organising committee, attracting contribution funding, and expanding participation.
- ◆ Manage, expand and attract co-funding for the Scottish Schools Pipe Band and Trad Music Fest in Edinburgh in June 2025.

Fundraising

- ◆ The charity is core-funded, but the CEO will raise contribution funding to enhance services.
- ◆ Manage the Consulting Fundraiser role, which focuses on supporting external charities and voluntary organisations to raise funds.

LEADERSHIP - Management

- ◆ Provide effective management for the team of tutors at Preston Lodge High School, and the operations team.
- ◆ Provide inspiring and motivational leadership, both for the SSPDT team and as the national spokesperson for the organisation.
- ◆ Network and collaborate with a wide range of people and organisations, to encourage improved outcomes for young people.
- ◆ Manage all aspects of SSPDT's charitable and organisational activities, including Grant making, Programme development, Finance, Human Resources, Governance, Fundraising, Events and Training.
- ◆ Report to the Board of Trustees, providing relevant and timely information including Committee updates and decisions and maintaining appropriate communications and forums for discussion, so that Trustees can govern effectively.



Conditions & Remuneration

- ◆ Location: Edinburgh/Hybrid
- ◆ Salary: up to £75,000 (Open to four days pro-rated and flexible hours)
- ◆ 10% employer pension contribution
- ◆ 35 days holiday

Timescales

Closing date for applications:

Midnight Sunday 29 September 2024

Interviews: w/c 28 October 2024





How to Apply

If you would like a confidential, informal discussion about the role then please contact LLH.

To apply for this post, please send your tailored CV and a cover letter no longer than two pages by email, highlighting in the subject heading the name of the post to ScotlandExecutive@LHH.com

If you would like a confidential, informal discussion about the role then please contact LHH on **+44 (0) 141 220 6460** or send an email to the above-mentioned address.

The Scottish Schools Pipes and Drums Trust is committed to equality of opportunity and to no discrimination on the grounds of race, religion or belief, age, sex, marital or civil partnership status, disability, sexual orientation, transgender status, pregnancy or maternity. We are constantly reviewing our approach to ensuring equality and diversity in our applications and would be pleased if you could complete the attached Equalities Monitoring Form.

Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.



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