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HR@kent-music.com or call **01622 691212** and select option 1



About Kent Music

Kent Music has recently been successful in bidding to be the Hub Lead Organisation for the Kent & Medway [Music Hub](#). From September 2024 there will be 43 Music Hubs in England, funded by the Department for Education via Arts Council England to support music education for children & young people. This includes providing instrumental & vocal lessons, groups & choirs, and support to schools. Some of this activity is delivered directly by Kent Music through its skilled team of instrumental and vocal teachers and professional team of senior leaders and managers. Some activity is delivered by partner organisations who are able to provide expertise and experience to compliment that provided by Kent Music.

Kent Music was founded in 1948 and has been providing instrumental & vocal tuition, groups & choirs at local and county level and an annual summer school ever since. It became the lead partner for the music hub for Kent in 2012 and is looking forward to including Medway in its area from September.

Kent Music is guided by a set of six values which it seeks to embed in all its work:

- **Creativity** – we champion creativity, nurture imagination and spark inspiration
- **Achievement** – we empower people to progress and excel
- **Inclusion** – we open doors, fostering inclusivity and accessibility
- **Awareness** – we recognise the impact of our actions and make ethical and informed choices
- **Joy** – we encourage fun, seeking enjoyment and opportunities for celebration

Equity, diversity & inclusion are at the heart of our work, and we are developing programmes in areas of low engagement in parts of the music hub area where children & young people might not otherwise have access to music education.

Safer Recruitment Statement

Kent Music is committed to the safeguarding of all its learners and staff. Safeguarding is a priority, with arrangements in place to ensure learners feel and are safe during Kent Music activities.

The learner experience and individual achievement are paramount, and safeguarding initiatives are developed to impact positively upon this. Kent Music ensures safeguarding legislation and guidance are adhered to, and taken into account when developing and revising policies, procedures, and associated arrangements. Health and Safety arrangements are in place to ensure adherence to current legislation and guidance.

Applicants will be subject to recruitment and selection procedures designed to emphasise Kent Music's commitment to the safeguarding of its learners and staff. The procedures include questioning at interview stage, verification of appropriate qualifications, acquiring references, and necessary safety checks.

Kent Music has a 'Designated Safeguarding Lead' responsible for child protection, supporting staff in carrying out their safeguarding duties, and working closely with other services. Kent Music has appropriate policies and procedures in place to deal effectively with child protection and safeguarding issues, together with recording and monitoring processes.

It is a condition of employment that all staff are trained to a level appropriate to their safeguarding responsibilities. Kent Music's trustees, Senior Leadership Team, and the safeguarding working group will continue to keep abreast of developments in this area and implement arrangements to continually improve the safety and awareness of its learners, staff, and volunteers.

Equity, Diversity & Inclusion

Kent Music values diversity and particularly welcomes applications from under-represented groups of the community. We will recruit in accordance with the Equality Act 2010 and will not discriminate on grounds of the following protected characteristics: age; disability; gender reassignment; marriage or civil partnership; pregnancy & maternity; race; religion or belief; sex.

To address barriers, we will consider reasonable adjustment and access requirements before, during and throughout the application and interview process. Please alert us in your application to anything we can do to make your process as accessible as possible.