

Northamptonshire Music and Performing Arts Trust

Background to the Trust

Northamptonshire Music and Performing Arts Trust (NMPAT) is the former Local Authority Music Service, which became an independent charitable company in April 2012. It is a Company Limited by Guarantee and was formally incorporated in August 2011, with charitable status granted in January 2012.

The trust is the appointed Hub Lead Organisation for Northamptonshire and Rutland under the Department for Education's National Plan for Music Education

Objectives of the Trust from the Articles of Association

The Charitable objects of NMPAT are:

- To advance education within the framework of the arts for the benefit of the public of Northamptonshire and elsewhere
- advance the arts and culture for the benefit of the public, particularly, but not exclusively, by promoting and facilitating access to and performances of music and other art forms
- To provide for the recreation of children, young people and adults for the benefit of the public by providing facilities and services to them in the interests of social welfare with the object of improving conditions of life.

The Goals of NMPAT and through the Music Hub are:

- Provide high quality music education and support for children and young people in the diverse Northamptonshire community
- Inspire all children and young people to sing and play a musical instrument, developing their talent through progressive pathways
- Promote high achievement through diverse partnerships
- Transform lives through music and the arts
- Reach all sectors of children and young people, including the hard to reach and those in challenging circumstances, inspiring and enriching their lives through music
- Reflect the musical diversity of Northamptonshire's community through engagement with highly skilled partners and experienced partners
- Provide opportunities for musical excellence to flourish and build sustainable pathways to nurture musical talent
- Promote innovation, creativity and achievement in music and the arts

Core Values

The staff of the Trust agreed the core values for the organisation. These are:

To Inspire, To Nurture, To Excel

These values inform all our work and all of our interactions with all stakeholders of the Trust

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Trust Board – membership

The Articles of Association govern the constitution of the Board. The terms Director and Trustee are interchangeable. All of the Directors are also Company Members. Trustees serve a minimum of three years.

Roles and Responsibilities of Trustees

The Roles and responsibilities of Trustees are set out in the Code of Conduct for Trustees document, developed and agreed by the Trust Board:

General

- We have responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures within which the Trust operates
- We will act as Non-Executive members of the Board and recognise that the Chief Executive is responsible for the management of the Trust and the implementation of policies
- We accept that all Trustees have equal status, and although appointed with different skills our overriding concern will be the welfare of the Trust as a whole
- We have no legal authority to act individually, except when the Trust Board has given us delegated authority to do so
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer
- We have a duty to disclose conflicts of interest to our fellow Trustees
- We will encourage open governance and shall be seen to be doing so
- We will consider carefully how our decisions may affect other partners

Commitment

We acknowledge that accepting office as a Trustee involves the commitment of significant amounts of time and energy

- We will each involve ourselves actively in the work of the Trust Board, attend regularly, and accept our fair share of responsibilities, including service on committees or working groups
- We will get to know the Trust well and respond to opportunities to involve ourselves in Trust activities
- We will consider seriously our individual and collective needs for training and development, reflecting changes in legislation and areas of operation

Relationships

- We will strive to work as a team
- We will seek to develop effective working relationships with the CEO, staff and stakeholder groups: schools, parents and students

Confidentiality

- We will observe complete confidentiality when required or asked to do so by the Trust Board, especially regarding matters concerning individual staff or students
- We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the Trust arises outside the Trust Board

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Conduct

- We will encourage the open expression of views at meetings, but accept collective responsibility for all decisions made by the Trust Board or its delegated agents
- We will only speak or act on behalf of the Trust Board when we have been specifically authorised to do so
- In making or responding to criticism or complaints affecting the Trust we will follow the procedures established by the Trust Board
- Our visits to Trust activities will be undertaken within the framework established by the Trust Board and agreed with the Chief Executive
- In discharging our duties we will always be mindful of our responsibility to maintain and develop the ethos and reputation of the Trust.

This is further informed by the Delegation of responsibility document, setting out the remit of the executive and non-executive officers in response to:

- Budgets
- Staffing
- Areas of Activity
- Performance Review
- Discipline
- Policies and Procedures: Including Child Protection and Health and Safety
- Premises and Insurance
- Partnerships
- Inclusion and Equality