

# NMPAT



Northamptonshire Music and Performing Arts Trust



## Trustee

Recruitment pack

**Do you share our vision of improving the lives of children and young people through engagement with music and the performing arts, no matter what their background?**

Northamptonshire Music and Performing Arts Trust (NMPAT) is an independent charity founded in 2012 to provide access to music and the arts for all the children and young people across Northamptonshire. The Trust employs c200 people delivering lessons in schools and private tuition at our centre in Northampton for thousands of young people.

It's an exciting time to join, with the recent appointment of a new Chief Executive and additions to the Senior Leadership Team as we work to deliver our strategy. Trustees provide leadership and governance, ensuring that we live our values and deliver our strategy.

**We are looking for people who:**

- are as passionate as we are about our vision for enhancing children and young people's lives
- embody our values of: **Inspire, Nurture and Excel**
- bring fresh thinking and creative solutions
- are forward looking, collaborative and solution centric

**Clive Gresham**  
Northamptonshire Music  
and Performing Arts  
Trust Board Chair



# A message from the Chief Executive



Northamptonshire Music and Performing Arts Trust is a place where music and the performing arts genuinely transform lives. Every week, across Northamptonshire and Rutland, thousands of children and young people develop skills, confidence and creativity through lessons, ensembles, centre activities and performances of exceptional quality. Our reputation for excellence is matched by our commitment to inclusion, community and opportunity.

As the new Chief Executive, I am thrilled to be leading NMPAT into its next chapter. The national landscape for music education is evolving, presenting significant opportunities to reimagine how we support schools, widen access, modernise our systems and strengthen our creative offer. Locally, demand for high-quality provision remains strong, and our partners continue to look to NMPAT as a trusted leader within the cultural and education sectors.

This is why now is such a compelling moment to join our Board. As a Trustee, you will help shape the Trust's future direction, champion our values, and ensure we remain resilient, ambitious and impactful. Your expertise and insight will directly support our mission to inspire, nurture and enable excellence for children and young people.

If you believe in the power of the arts and want to contribute to a thriving, forward-looking organisation, I warmly encourage you to consider becoming part of NMPAT's future.

**Charlotte Buxton**  
**Chief Executive**

## Our Vision

To improve the lives of children and young people through engagement with music and the performing arts.



## Our Mission

To provide high quality access to music-making and performing arts opportunities, and deliver the promises of the National Plan for Music Education to the children and young people of Northamptonshire and Rutland, so that:



**“all children and young people [will be enabled to] learn to sing, play an instrument and create music together, and have the opportunity to progress their musical interests and talents, including professionally.”**

## Our Values

**Inspire • Nurture • Excel**

Chosen by the staff team, NMPAT aims that these three values should permeate, and be visible in, every lesson, every rehearsal, every performance, and every interaction with our stakeholders. They are the values by which we judge ourselves, and wish to be judged.



# Inspire • Nurture • Excel

Our team of c200 music education professionals provide music education experiences in nearly all schools of the two counties.

Building on 55 years experience of delivering musical activities, we are now planning for the next phase of our development.

**The key imperatives for our strategic development as an organisation from 2026-29 are:**

- **Growth:** Grow the number of paying customers we engage with
- **Reputation:** Maintain standards and reputation
- **Diversity:** Evolve and become more diverse
- **Advocacy:** Raise awareness of what we do
- **Communication:** Continually improve internal and external comms
- **Finances:** Ensure financial stability of the Trust through growth
- **Workforce:** Ensure performance development and the welfare of the workforce

**“NMPAT is all about the feeling of being able to achieve anything - you are always encouraged to accomplish as much as you can (through playing and just as a person) and are fully supported in that process. The sense of family is unmatched by any other music service I've seen. Once you are part of NMPAT, you are in for life.”**

Juliet White - Final year conservatoire student, RBC LEAP Ensemble



**“At a time when I was a misfit at school and at home, NMPAT was a place where I felt I had worth, I was valued, where I felt safe ... and heard.”**

Former student

**“At NMPAT, I learned how to strive for musical excellence from a range of inspiring teachers and conductors, each expecting the best of every child in front of them and pushing them to reach their full potential as a musician. I learned how to be part of a team, and I was accepted for who I was.”**

Tom Brady - West End Musical Director



**“I was a student at NMPAT for over a decade, and felt so at home and welcome there. Coming from a low income background. I was given opportunities and support without judgement, which shaped who I am. There is an incredibly nurturing environment that brings together like-minded and passionate individuals to create music as a team, no matter their backgrounds or differences.”**

Eve Elliott-Spence - Costume Design student



**“My time at NMPAT has been invaluable to my previous career in music and my current one in law. The team work, leadership skills and dedication I experienced while being part of this world-class organisation, have provided me with an arsenal of tools I use every single day.”**

Bradley Wilson - Trainee Lawyer



**“Life-long friendships, unique experiences, and an unrivalled education in music; just a few of the things NMPAT gave me in my time there. It will always hold a special place in my heart – I would go back tomorrow if I could!”**

Zoë Eaves - Charity Executive Assistant



# Trustee Remit and Duties

- Ensure that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Be responsible for the performance of the charity, ensuring that the charity complies with all legal and regulatory requirements.
- Act as guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensure the organisation complies with its governing document and applies its resources exclusively in pursuance of its objectives.
- Contribute actively to the Board of Trustees' role in giving clear strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Safeguard the reputation and values of the organisation.
- Ensure effective and efficient use of the organisation's resources.
- Ensure the financial stability of the organisation.
- Protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds.



# Trustee Specification

All Trustees must meet Charity Commission eligibility criteria.

## Experience, Knowledge Skills

- Commitment to NMPAT's mission and strategy
- Necessary sector or industry expertise
- Excellent interpersonal and relationship skills
- Good, independent judgement
- Ability to think creatively and work collaboratively
- A self-starter with initiative and a passion for getting things done

## Time Commitment

- Trustees need to attend six Board meetings a year, as well as, approximately six additional meetings as an allocated member to a relevant Board sub-committee.
- Meetings are held at NMPAT's building at 125 Kettering Road Northampton NN1 4AZ and online via Zoom
- Attendance at one away day each year
- The appointment will be for a three-year term, which can be followed by a second term, up to a maximum of six years in total.



# Key Information

**Role Title:** Trustee

**Reports to:** Chair of the Trust Board

**Location:** NMPAT

125 Kettering Road,  
Northampton, NN1 4AZ

Company No. 7738151

Charity No. 1145643

[www.nmpat.co.uk](http://www.nmpat.co.uk)

Find out more:

[www.nmpat.co.uk/vacancies](http://www.nmpat.co.uk/vacancies)



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