



# Annual Review

## 2022-23

# west sussex music

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## Our vision

is for West Sussex to be a place where every child and young person can explore the life-changing benefits of music: on their education, their wellbeing, and their future.



# Introduction

## Welcome from the Chair of the Trust Board

On behalf of the Trustees, I am pleased to introduce this Annual Review, which reflects on the developments, successes, and challenges we have encountered during 2022-23.

It has been wonderful to look back on a year of expanding opportunities and see the number of young people progressing or starting their musical journey increasing.

This year we've seen a rise in students taking instrumental and vocal lessons, music centre membership has grown, holiday activities have been introduced, our first overseas music tour for five years gave a new experience to ensemble players, and more teachers have been supported through our CPD programmes and conferences.

I am indebted to my fellow trustees, the leadership team and all West Sussex Music staff who have worked tirelessly to create new chances for more young people to explore the life-changing benefits of music on their education, their well-being, and their future.

**Margaret Evans**  
Chair of West Sussex Music Trust

## Welcome from the Chair of the Hub Board

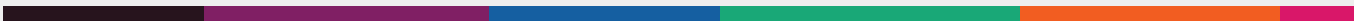
2022-23 has been another busy year! To highlight just a few innovations, we have:

- Expanded the pilot programmes of free whole-class instrumental lessons in specific areas of the county to include primary schools in Bognor Regis and Littlehampton.
- Introduced a programme of free holiday activities for young people in areas of most need - with funding from the County Council's Holiday Activities and Food (HAF) scheme.
- A second year of learners in our music centres' Tomorrow's Orchestra Programme - a year of free instrumental tuition and instrument loan to beginners with membership of an ensemble.
- Increased the number and range of partner organisations in, and contributing to, the music education hub.

Lastly, I am particularly pleased that the Hub's Youth Advisory Board has been set up to ensure we have young people at the heart of decision-making.

As Chair of the Hub Board, I would like to thank my fellow Board members and the staff of West Sussex Music, for all their hard work, ensuring that our children and young people have so many more opportunities to make music and achieve their potential.

**Duncan Mackrill**  
Chair of West Sussex Music Education Hub Board





# Music Centres

Every week hundreds of young people come together at our music centres to make music in bands, orchestras, and choirs. These activities offer opportunities for developing musicians at every stage of their musical journey to meet new friends, take part in concerts, and progress their musical skills and understanding.

Our West Sussex Music Centres are going through a period of unprecedented growth with a 90% increase in membership from 2021-22. Schemes like the Tomorrow's Orchestra Programme and Drum Lab have attracted new learners and we've experienced increased enthusiasm from families wanting their children to engage in music groups and meet other like-minded young people.

In January we launched TOP23, our second cohort of our innovative Tomorrow's Orchestra Programme. Over 100 primary-aged children keen to learn orchestral instruments began their musical journeys at Chichester, Horsham, and Worthing music centres. First launched in January 2022, TOP enables beginners to have a free weekly instrumental lesson, free instrument hire with their music centre membership of the TOPs Orchestra.

Less than 6 months after receiving their first lesson the TOP23 cohorts from all three centres performed together on stage at Worthing Assembly Hall.

*'I just wanted to say a huge thank you to the teachers and everyone involved at TOP23. Henry and Laura are getting so much out of the programme, and it has given me a nudge on remembering how to read and count music. The concert on Sunday was excellent.'*  
**TOP23 parent**

At the other end of the progression journey, we were delighted that West Sussex Youth Orchestra was invited to perform at the national finals of this year's Music for Youth Festival at Symphony Hall Birmingham. Following a busy summer term, it was also very exciting to take 70 students from the youth orchestra and wind orchestra to Germany on our first overseas tour since 2018!

Our partners Ovation Music in Chichester, Rok Skool in Haywards Heath, Ensemble Reza in Mid Sussex and Crawley, and associate ensemble Burgess Hill March Youth (BHMY) have also provided opportunities for young people to join groups and get performing experience.

Members of the 45-strong BHMY band travelled to London's ExCeL in the summer term and played amongst a cast of over 600 marching band musicians from around the world including the Royal Marines Band.

We've been delighted to welcome not only new students to our music centres but also enthusiastic and helpful parents and carers who volunteer at the centres and at events.

*"I really enjoy my parent representative role which I feel is now evolving as parents get to know me. I have enjoyed volunteering at the music events....the WSM staff always make me feel welcome and appreciated. Many parents are willing to volunteer, and my hope is to build on parent connections and have some social and fundraising gatherings."*  
**Nicki Hughes**  
Parent volunteer and Hub Board member





# WSYO Tour

In July, West Sussex Youth Orchestra and the West Sussex Youth Wind Orchestra embarked on a 5-day tour of Germany. As well as delivering three highly successful concerts in the Rhineland, the orchestras also enjoyed some enjoyable excursions.

It goes without saying that not only did members get to experience the thrill and excitement of playing to new audiences in wonderful venues, but many also formed memories and friendships that will last a lifetime.

Read extracts from the tour diary:

**Day 1:** After a very early start students and staff successfully left West Sussex for Dover to board our ferry. Some took a while to find their sea legs and there were a few greener than normal looking faces but we eventually reached France on time, optimistic that we would reach our youth hostel at Cochem in time for a warm greeting with hot food, and spacious bedrooms with fantastic views.

**Day 2:** After a good night's sleep and a very generous breakfast, we walked down to the river to take part in our first excursion, a river boat cruise to Beilstein on the beautiful Moselle River. After a brief tour of the town, we were back on the coaches and on the way to our first concert at Christuskirche at Andernach, a beautiful gothic church with an incredibly high roof.

The acoustics were challenging but the orchestras rose to the occasion and performed brilliantly, with some lovely feedback from the concert organisers.

**Day 3:** In the morning we walked from the hostel up to Cochem Castle, which originally served to collect tolls from passing ships. Despite being pushed for time we managed to squeeze in a quick trip on the cable car at Koblenz before heading to our second concert venue in the town's Florinskirche. Another beautiful church in wonderful surroundings, with a much friendlier acoustic.

**Day 4:** A heavy downpour forced us to rethink our plans, and instead of a shopping trip in Koblenz we decided to have some chill out time at the Youth Hostel, with quiet places and a games room. It's fair to say that everyone appreciated this decompression time - some even took the opportunity to practise! The afternoon saw us deliver a concert at the very grand Parkhotel Kurhaus in Bad Kreuznach. The shackles were most definitely off for this final showing, and both

orchestras played with flair and gusto. Locals passing through the nearby park were so impressed with the sound they gate crashed the concert - which we were of course delighted with!

**Day 5:** Our departure day. An early start was made and after driving through Germany, France, and Kent we arrived back, to be greeted by a torrential downpour, good old Blighty! Students waved goodbye to new friends as we all said farewell to each other, happy in the knowledge that for many this tour will have provided lifelong friendships, memories, and experiences.

*"I really enjoyed the tour to Germany, it pushed me out of my comfort zone and I've learnt a lot about myself, and definitely grown in confidence. I feel more equipped for the future, especially as I'm going to Uni in the summer. It's been a great experience, strengthening existing friendships and making new friends. I would encourage everyone if they have the opportunity.*

**Jess Townson, violin**







# Instrumental and vocal tuition

West Sussex Music's instrumental and vocal tuition is provided by over 100 visiting music teachers or independent associate tutors in schools and colleges across the county. Our talented team of tutors has been working hard to rebuild the number of learners and help the next generation discover a passion for making music.

To encourage new learners, we kept lesson price increases to a minimum and promoted the Bursary Fund to schools and families as a way to support pupils for whom finance was a barrier. Tutors have promoted the positive impact of regular music tuition on supporting and developing creativity, memory, confidence, social skills, as well as a life-long skill and love of music.

We've continued to maximise the capacity of teachers to enable as many students as possible to have the opportunity to learn whilst continually looking to build our teacher numbers.

Between us, we teach a huge range of orchestral and contemporary instruments, including brass, woodwind, string and percussion instruments, guitar, keyboard, and drum kit, as well as singing. We also offer lessons in composition, theory, and song writing. If families are worried about the cost or commitment involved in buying an instrument, our low-cost instrument

hire scheme is available.

During 2022-23 we saw a significant growth in numbers of instrumental and vocal students with 19% more learners than the previous year. Evidence that families still value the benefits of regular music lessons on their children's education.

## Bursary Fund

At West Sussex Music we want to make sure nothing stops children and young people making music, and we're committed to making music accessible for all.

The Bursary Fund is supported by funds from the DfE music hub grant as well as charitable donations made to West Sussex Music.

We're proud to offer free group lessons, free instrument hire and free music centre membership for students on benefits-related free school meals, for children in care, for young carers and refugees attending school in West Sussex.

We also offer 50% off West Sussex Music prices for families on other state benefits.

During 2022-23, 643 children and young people were supported by the Bursary Fund. We also work closely with schools to leverage their pupil premium funding to support individual children in need. WSM signposts parents/carers to partner organisations that offer financial support, including Music for All, the Westdene Fund and national charities and trusts.

*"West Sussex Music's investment in the induction, training and support for new visiting music teachers has directly and positively impacted the awareness of both the 50% and 100% bursary schemes. More than 450 students benefited from the Bursary Fund in 2022-23."*

**Sarah O'Connell**, Tuition Manager





# Alumni

West Sussex Music is proud to have been helping children and young people discover the joy of music making for over 60 years. Our alumni are a wonderful reminder of the lasting impact of our work and a valuable resource to inspire the next generation of musicians.

Over many years West Sussex Music has benefitted from the return, after periods of study or careers elsewhere, of past students who wish to work as teachers, administrators, managers, or partners of the Hub.

In recognition of the invaluable part our alumni can play we created a new role in 2022-23 of Music Centre Student Assistants and welcomed Adam, Georgia and Luca onto the payroll.

These three recent leavers all attend university or music college during the week and return to work at the Horsham Music Centre on Saturdays assisting the other staff with the running of activities as well as mentoring and inspiring the current members.

**We hear from our Music Centre Student Assistants about their experiences in their first year:**

**Adam Magson** – percussionist, studying music and sound recording at University of Surrey

*"I've thoroughly enjoyed being one of the Horsham Music Centre team. From being part of the stage crew at concerts to assisting in the new Drum Lab sessions, I've found my communication skills and teamwork have improved massively. I hope to continue my development over the next year and look forward to more learning opportunities!"*

**Luca Imperiale** – clarinet and recorder, studying at Royal College of Music

*"Being a WSM music centre assistant has been a wonderful opportunity for me to gain insight into the world of instrumental teaching and orchestral coaching. Helping run the various ensembles each week has been incredibly gratifying and has provided me with invaluable experience that I will undoubtedly put to use in my future."*

**Georgia Smith** – viola and violin, studying music at University of Chichester

*"I really enjoy being a WSM music centre assistant because I love helping the students, especially in the Training Strings and TOPs. It's incredibly rewarding to see them improve and be interested in what they're doing. Additionally, being able to play with the Youth Orchestra is such a joy for me. I believe that it's crucial for young people to have the opportunity to learn and play music, so being part of this and helping in any way I can is really valuable to me. I hope that in the future, more students in the Youth Orchestra will want to join this scheme too. It's been an incredible experience so far!"*





# Hub partners

West Sussex Music is not just a single entity, it is also a partnership of complementary organisations and individuals working together to provide the broadest range of musical opportunities to children and young people across the county.

During 2022-23 in we expanded our range of partner organisations in the Hub to include:

## Arun Arts Ltd

Arun Arts runs the Alexandra Theatre in Bognor Regis which hosted our first Bognor Regis holiday activities during April. Closed for rebuilding in 2023-24 we very much hope to reconnect our relationship with this valuable community arts hub in the near future.

## Education & Bass

Education & Bass came on board as a delivery partner for our August holiday activities, running music production courses at Bognor Regis. In addition, they have the world's largest free online resource for music technology. Whether it's about intervention, rehabilitation, or simply offering new avenues of learning for those who need them most, Education & Bass is there, making a difference.

*"Music is more than notes and rhythm; it's the heartbeat of potential, a beacon for those seeking solace, growth, and change."*

*Our platform is not just about teaching music; it's about empowering souls, rewriting destinies, and ensuring that everyone, regardless of their journey, finds their melody."*

**Nomine aka Outrage**, Education & Bass

## NextGen Music

NextGen Music joined the Hub as a delivery partner for our holiday activities, running music production and DJ-ing courses at Crawley and Littlehampton. NextGen have also been building an offer of in-school DJ lessons and workshops supporting music departments across the county.

## Rok Skool

Based in Haywards Heath, Rok Skool partnered with us to expand our West Sussex Music Centre contemporary offer running rock band sessions at their Mid Sussex studios.

## Worthing Symphony Orchestra

WSO has collaborated with us over many years and during 2023 we

collaborated to reintroduce their popular schools' concerts at Worthing Assembly Hall. In January, 700 children from local schools and home-education young people plus adults attended the first of these, now annual, live music events.

*"To be honest, we weren't sure what to expect or how the children would react but it's just been magical, just watching their faces and watching them get involved has just been a really wonderful experience. Some of them won't have seen a concert of any type before...It's been a lovely day, thank you!"*

**Sarah**, Teacher at West Park CE Primary School

In addition to our Hub partners we also work with 56 associate tutors to ensure as many children and young people as possible can access high-quality music activities.

Looking ahead, we're incredibly excited to have developed new partnerships ready for the 2023-24 season with Glyndebourne, London Philharmonic Orchestra, The Benedetti Foundation, and Waves Music Therapy.



# Our year in numbers



Students involved in  
Hub activities



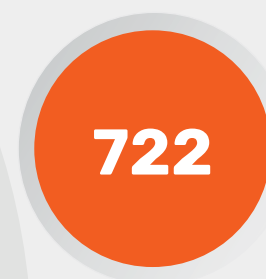
Children engaged  
in WCET



WCET  
programmes



Students received  
financial support



Attendees at  
teacher training



Instrument  
loans



Students in Hub  
ensembles



Students engaged  
in tuition



Students involved in  
large scale events



Holiday activity  
attendees



# Holiday activities

The Holiday Activities and Food (HAF) programme is funded by the Department for Education, via West Sussex County Council, and offers young people who are entitled to benefits related free school meals the opportunity to attend holiday activity clubs and have a free meal.

In December 2022 we embarked on a voyage of discovery when we ran our first holiday activities in Rap and Sound Production. Based at The Littlehampton Academy local young people attended 3 days of workshops run by our delivery partners NextGen Music and associate Louis LeVack.

Our HAF funded holiday activities have been running in all major school holidays since then with the aim of increasing engagement in Bognor Regis, Crawley, and Littlehampton. Activities have been open to young people aged 8-16 with half of all places being completely free to families in receipt of free school meals, funded through the WSCC HAF scheme and other places being subsidised through the Hub's music grant. The objective was to offer high quality music provision and increase participation of young people in these areas and offer a nutritious lunch.

Attendees made valuable friendships, improved their lyric and songwriting, learned about how to produce a song, recorded music

using digital audio workstations, played as part of a band, mixed music using software, and developed performance skills.

The social connections and bonds have been a huge aspect of these activities. There were great collaborations and an inevitable integration of technology to help with learning.

At the core of this new venture is our community engagement. This means creating links with local councils, community music providers, industry experts and arts educators to offer this access to music at a grassroots level.

225 holiday activity places were filled during December, April and August with many students attending for multiple days.

Engagement patterns vary depending on the backgrounds of young people. People in receipt of free school meals are three times more likely to engage in musical activities such as Music Production, Rap, DJ or write songs (Youth Music; Ipsos MORI, 2018).

These activities have proved extremely popular and successful this year so we will continue developing these into 2024/25.

We're indebted to our visiting music teachers, our associates and Hub partners NextGen Music and Education & Bass for their leadership and creativity in developing the programme during the year.

*"Most definitely coming back! Doing this has increased my experience in music and my social skills."*

**Student**

*"We've not stopped talking about his day, he has really enjoyed working with your team and is really looking forward to the rest of the week!"*

**Parent of student**

*"I met good people and had lots of fun. Definitely learnt a thing or 2!"*

**Annabell**

*"I like how helpful and respectful the adults were and how it's a safe place."*

**Student**





# Curriculum support and CPD

West Sussex Music offers a wide range of curriculum support for schools and continuing professional development (CPD) for school-based teachers and the Hub's music practitioners. During 2022-23 support was via a programme of face-to-face and online opportunities and culminated in two music education conferences at the end of the summer term.

Our CPD for class teachers and music leads covered topics such as Ofsted "Deep Dives" and updates on the National Plan for Music Education, the Model Music Curriculum, music theory, singing for the curriculum, composition, exam moderation sessions, strategies to support first access whole-class instrument lessons, and support for new music leads.

Feedback from teachers was that they valued the chance to access the sessions online due to the geographical constraints across the county or when they had limited time. As a result, we will continue this hybrid approach through our programme next year.

Schools were supported to connect with the wider music education sector through free Music Mark membership which also offers a bespoke CPD and training programme.

Additionally, annual safeguarding training is now offered free to

all Hub practitioners through an online portal.

In June we celebrated the huge success of the Sussex Secondary Music Conference: Powering Up an Inclusive Music Curriculum. Working in partnership with Create Music, the music education hub for Brighton & Hove and East Sussex, and the University of Sussex.

This free event welcomed music teachers from secondary schools across Brighton and Hove, East Sussex, West Sussex, and University of Sussex partner schools.

There were workshops focussing on curriculum development, inclusion, Rap, the National Plan for Music Education, and achieving greater collective impact through partnership working. Keynote speakers included Christopher Stevens (Ofsted), Emily Crowhurst (School21) with practical music making sessions led by Randolph Matthews and Cecelia Wickham-Anderson, amongst others.

July saw the return of the West Sussex Music Education Conference: Every Child a Musician. This free event welcomed 115 delegates from primary, secondary and SEN(D) schools as well as Hub partners, visiting music teachers and associates. Internationally recognised guest speaker, Jimmy Rotheram, provided the inspirational keynote and workshops were led by the Hub's music practitioners and partners Beat Goes On, Waves Music Therapy, and West Sussex Sings.

This conference, which was set alongside the expectations of the National Curriculum and recommendations of the Model Music Curriculum, explored 'how' to facilitate creativity, improvisation, and composition from EYFS to Key Stage 5, putting music at the heart of the curriculum.

*"Today was WONDERFUL! I feel really inspired to get music alive in our school."*

**Sarah McFarlane**, St Margaret's CE Primary School, Ifield





# Singing

We were delighted to support 10 Big Sing events during the year. These massed singing opportunities were arranged by localities of schools in Worthing, Durrington, Bognor/Felpham, NEARS, Chichester, Mid-Sussex, Crawley, GAS, STARS and Horsham West. With financial support from West Sussex Music a total of 59 schools and 1997 pupils benefitted from participating in a Big Sing.

Mike Jacot, from West Park CE Primary School, organised for their locality event to take place at Arundel Cathedral to give the pupils a unique experience. He said: *"Funding from West Sussex Music was crucial to keeping the event affordable."*

The NEARS Big Sing's Alex Bondonno from Handcross Primary School shared that: *"It was wonderful to have all the children singing together. They learnt songs on the day and shared songs they had prepared beforehand. A great collaborative project. The children came back buzzing."*

Caroline Underwood hosted the Crawley Big Sing at Gossops Green Primary to coincide with National Sing Up Day.

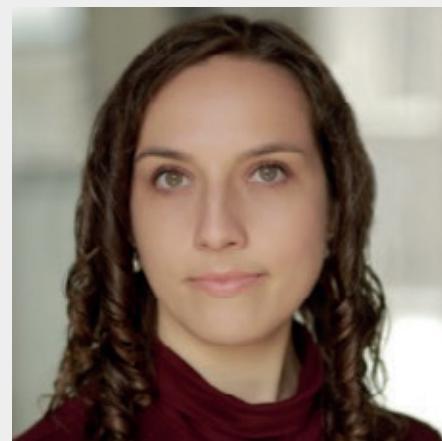
*"It was a fantastic CPD opportunity for all staff on how to lead and inspire a large group of children to sing and get the most out of them. Listening to all the young voices*

*at the end of the session was truly moving and memorable, especially as we have many recently arrived refugees. It was a very special experience for staff to see how music can connect us all in such a positive way."*

At the heart of each massed singing event is our free CPD offer for schools led by one of the Hub's specialist singing leaders, sharing singing warm-ups, musical games and model session plans in preparation for the event itself.

## Introducing Rachel Maby

In June we were delighted to welcome Rachel Maby to the WSM team as Schools Singing Leader. Rachel has worked as a freelance vocal animateur for more than a decade, delivering choral outreach programmes on behalf of music charities, opera companies and choral organisations such as Welsh National Opera, the Guildhall School of Music and Drama and The Sixteen.



She is passionate about delivering mass choral projects, which support and encourage students and teachers to develop their creative voice.

During the summer term Rachel started planning for our 2023-24 massed singing programme and school locality events, facilitated by West Sussex Music, bringing pupils together for massed Little Big Sings for infants, Big Sings for juniors, and Sings Live! for secondary schools.

# Why get involved?

There are so many reasons to start singing!  
We're committed to enabling all children and young people to access music education.

Singing trains your musical ear

Singing encourages ambition

Singing supports collaborative teamwork

Singing boosts morale and self-confidence

Singing develops creative expression



# Whole-class instrument lessons

Free instrumental lessons have been enjoyed by thousands of primary school children in West Sussex over the past year, thanks to our subsidised whole-class programmes. Learning an instrument is a fantastic experience with a wealth of educational, personal, and social benefits. But we know that many children and young people miss out, for all sorts of reasons.

The DfE's Model Music Curriculum states:

*"In Years 3 or 4, it is recommended that each class should start a whole-class instrumental programme lasting a minimum of one term. It will enrich your school's curriculum and upskill class teachers whilst providing your pupils with an inspiring and life-changing opportunity."*

Our whole-class instrumental programmes offer pupils a fantastic free musical opportunity, and are designed to enrich a school's music curriculum, and through the supporting resources and CPD give the opportunity for class teachers to learn new skills. Schools may choose from either a one term (1Term2Learn) or one year (Key2Music) programme.

The ten-week 1Term2Learn whole-class sessions run across one term. They include free loan of instruments, free CPD for the class teacher with weekly sessions led by West Sussex Music approved staff,

supported by the class teacher. We have delivered lessons in recorder, clarinet, cornet, djembe drums, guitar, trumpet, ukulele, and violin with singing, musical games, and fun at their core.

During 2022-23 we used Hub funding to subsidise a 1Term2Learn programme for all Year 4 classes in schools that wanted to participate, as well as additional opportunities for schools in Bognor Regis, Crawley, and Littlehampton, areas of previously lower school engagement in whole-class instrument lessons. A total of 7521 pupils in 284 classes at 106 schools participated in WCET programmes during the year, showing that numbers have returned to pre-pandemic levels.

Feedback from school staff and pupils has been positive. Following their involvement Summerlea Primary School, in Rustington said: *"It was lovely to give the children an alternative experience, to encourage children to give everything a go and try new opportunities."*

Schools that had wanted to offer music lessons in some form to its children but did not have funds for a music teacher were delighted to be approached by West Sussex Music to provide lessons so all children in the class could benefit. River Beach Primary School, in Littlehampton said: *"Many children would not have thought about playing an instrument without the lessons. It may be a gateway for some."*

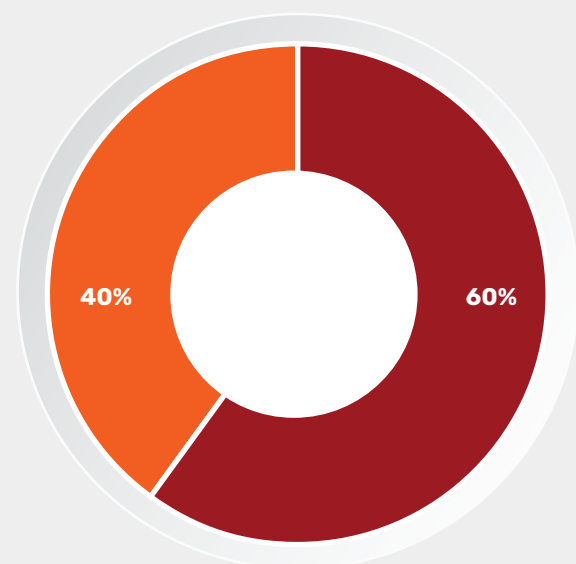
Staff at West Green Primary School, in Crawley reported on the benefits: *"Pupils gained confidence in performance, rhythm improved, understanding of different songs and different pitches and tones was much clearer after each lesson. Teachers had the chance to enjoy the class playing music and develop some music knowledge. For the school it was a great opportunity for children to experience an instrument, and the performance at the end of term allowed the parents to see what was going on with music learning across the school."*





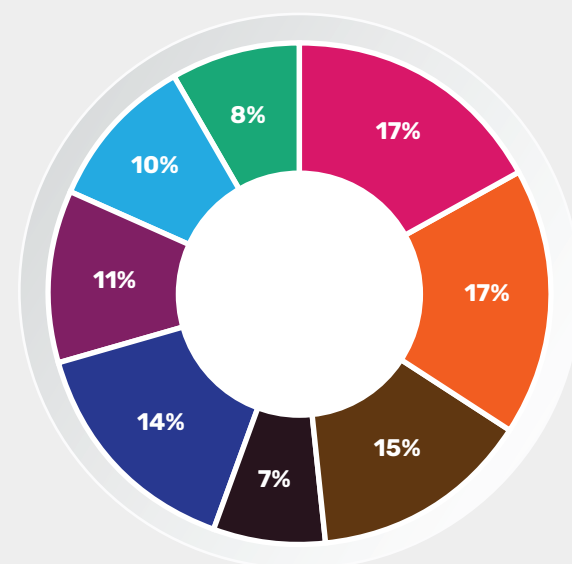
# Finance

West Sussex Music is funded by the Department for Education, administered by Arts Council England, as a Music Education Hub lead organisation for West Sussex to deliver the National Plan for Music Education. Additionally, West Sussex Music has traded income from its provision to parents/carers and schools, as well as other grants and charitable fundraising.



West Sussex Music income 2022-23

■ DfE Hub Grant
 ■ Traded income and other grants



Use of the DfE Hub grant 2022-23

How the Hub funding was used to support the seven objectives of the National Plan for Music Education

■ Progression
 ■ Ensembles  
■ Singing
 ■ WCET  
■ CPD
 ■ Instruments  
■ Large Events
 ■ Overheads

# Looking forward

Two groups of people support the leadership team here at West Sussex Music. Our advisory group the West Sussex Music Education Hub Board – chaired by Duncan Mackrill – helps steer the strategy of how we use the DfE’s music hub funding. Developing the Hub Board to ensure we better represent the voices and experiences of West Sussex young people is one of our key objectives during 2023-24.

The other important group is the Board of Trustees who are the directors, and legal owners, of the charity. I would like to use this opportunity to pay tribute to chair Margaret Evans and her fellow trustees for all their help and support.

The programme of activity and innovations started during 2022-23 to kickstart new opportunities for children and young people are being further embedded in our programme of activity for 2023-24. This will include the following exciting developments:

- We will expand the free 1Term2Learn whole-class instrumental lesson offer for Year 4 classes in areas of historically low school engagement, to include 90 schools in 11 localities and to all special schools across the county.
- Chichester Music Centre will re-establish its Saturday sessions and expand its activities to young musicians and a new satellite music centre will open at Bognor Regis in the spring term.
- We will open a new contemporary music centre in Worthing, through our collaboration with Northbrook College, to offer rock band and music production sessions.
- A new cohort of beginners for the Tomorrow’s Orchestra Programme (TOP24) will be recruited for a January start.
- Orchestras Inc., our accessible ensemble, will start twice-termly rehearsals at one of our music centres, building on the weekly sessions happening in special schools.
- We are committed to actively supporting a minimum of 95% of maintained school in West Sussex and engaging with all schools throughout the year.
- A new and comprehensive schools’ singing strategy will enable all schools from Key Stage 1 to Key Stage 3 to access a massed singing event for their students.
- New partnerships with internationally known organisations: Glyndebourne, London Philharmonic Orchestra, and The Benedetti Foundation will result in additional creative projects for children and young people and for schools.

I look forward to reporting on the success of these initiatives and the Hub’s other achievements in 2023-24.

**James Underwood**  
 Chief Executive, West Sussex Music





## Staff and governance

### West Sussex Music

|                       |                                 |
|-----------------------|---------------------------------|
| James Underwood       | Chief Executive                 |
| Lee Hume              | Head of Finance                 |
| Lou Pickett           | Head of Operations              |
| Alison Sutton         | Head of Learning                |
| Paul Smyth            | Head of Participation           |
| Jane Swindells        | Primary Curriculum Manager      |
| Ben Dowsett           | Secondary Curriculum Manager    |
| John Randall          | Music Centres Manager           |
| Sarah O'Connell       | Tuition Manager                 |
| Lynelle Harding       | Finance Manager                 |
| Elizabeth Leondaritis | Youth Engagement Manager        |
| Rachel Maby           | Schools Singing Leader          |
| Mike Hart             | Stock Control Manager           |
| Chloe Breach          | Arts Administrator              |
| Heather Downie        | Arts Administrator              |
| Tamsyn Ridgwell       | Arts Administrator              |
| Shelley Young         | Schools Administrator           |
| Jo Anderson           | Schools Administrator           |
| Mandy Gibbard         | Customer Accounts Administrator |
| Maddie Maddison       | Customer Accounts Administrator |
| Kate Wright           | Customer Accounts Administrator |

### Trust Board

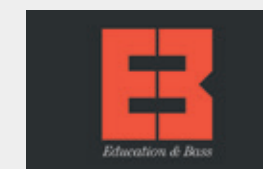
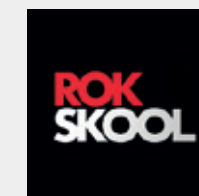
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|------------------------|
| Margaret Evans - Chair |
| Claudia Golden         |
| Christina Guillaumier  |
| Tim Riches             |
| David Skipp            |
| Gina Stainer           |

### Hub Board

|                         |
|-------------------------|
| Duncan Mackrill - Chair |
| Emily Barden            |
| Jane Bowen-Melfi        |
| Christina Guillaumier   |
| Amanda Harrison         |
| Nicola Hughes           |
| Mike Jacot              |
| Nicole Matthews         |
| Steve Nyakatawa         |
| Kenny Park              |
| Laura Robertson         |
| Dale Rooks              |
| James Underwood         |



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