

S | O | U | N | D | C | A | S | T | L | E

Soundcastle Trustee Information Pack

2025

If you need this information in a different format, please:

Call Rachael on 07990 243660

or

email rachael@soundcastle.co.uk





Hello!

We are delighted you are interested in finding out more about becoming a Soundcastle Trustee. In this recruitment pack, you will find:

- An overview of Soundcastle and the work we do
- A Role Description
- Next Steps

This is a rolling process and we are open to approaches from potential trustees at all times. We are currently particularly looking for people with expertise in Diversity, Equity & Inclusion, Environmental Responsibility and Organisational Development but all specialisms are welcome.

Soundcastle is an Equal Opportunities employer and is committed to equality and diversity within our workforce and all opportunities. We welcome applications from all members of the community. We actively welcome approaches from individuals with backgrounds currently underrepresented in the arts.

If you have any questions about the trustee role further to reading this pack, please do contact us at rachael@soundcastle.co.uk.

We look forward to receiving your application,

With Best Wishes,

A handwritten signature in black ink, appearing to read 'Rachael Perrin'.

Rachael Perrin, Soundcastle Co-director - Culture & Strategy Lead

On behalf of the Soundcastle team.





About Soundcastle

Soundcastle is an award-winning, women-led charity. We support people facing social inequality to use music to be happier and healthier in their everyday lives. Based in Hastings, we deliver work in Sussex, London and online. We run transformational, long-term music programmes - Musical Beacons and People's Music - which increase confidence, reduce isolation and enhance wellbeing. We place community members at the heart of the creative process, promoting ownership and autonomy. We work within communities, widening access and increasing opportunities for those who are under-served by traditional publicly funded arts and culture. We offer training in Mental Health First Aid and consultancy in inclusive practice and creativity to arts and cultural organisations nationally.

Why be part of Soundcastle's story?

Soundcastle is a small but powerful organisation. Driven by lived-experience of mental health challenges, we advocate for inclusive practice, practitioner wellbeing, co-production and community voice.

We have a reputation as thought-leaders in community arts practice and are present in sector changing conversations about policy, advocacy and evaluation. With a supportive and active network of arts organisations, cultural institutions, freelance practitioners and online followers, we have excellent capacity for impact.

We believe in the positive ripple effect of Soundcastle's work on our wider society and are well-placed to join dots, form connections and enable meaningful change to be initiated and embedded.

www.soundcastle.co.uk

Our Vision

- Soundcastle's culture is a commitment to a distinct way of working to support wellbeing and resilience, which is embedded in the community music sector.
- We are a challenging and nurturing voice in our sector, advocating for reflective practice embedded in grassroots community practice and facilitator development.
- We challenge established sector wide working practices, highlighting the importance of co-design, practitioner wellbeing and responsive creativity.



Our Mission

- We co-create music making programmes in communities that are entirely responsive to the needs of the group. Through this we have developed a facilitation approach where community members are at the heart of creative practice and the focus is on increasing confidence, reducing isolation and enhancing wellbeing.
- We connect community music practitioners, holding safe spaces for professional development, networking and solidarity. Through our training we are constantly questioning, challenging and encouraging this approach to practice.
- We bridge community music sector conversations, promoting practice sharing, collaboration, and reflective practice, whilst challenging approaches that do not support individual wellbeing.

Our Values

- **Collaboration** - We act in collaboration at all times. From programme co-design to co-production, with our team and with our partners. It is the heart of our approach.
- **Autonomy** - We support individuals to find their own autonomy through their creative music-making journey. We also celebrate autonomy within Soundcastle; supporting team members to find their own pathways and ensuring all voices are heard and valued.
- **Sustainability** - Sustainable practice is core to both the programmes and the organisation. Our programmes are co-designed to last as long as they serve a community and always with further support and signposting. We work with local partners to ensure this. Within Soundcastle we are seeking new models of financial sustainability to enable us to continue to innovate and expand.
- **Challenge** - We believe that challenge is essential in creative practice. It enables people to find their true creative voice and feel safe and heard. We also challenge the community music sector, seeking to raise standards in practice, facilitator wellbeing and programme design.
- **Optimism** - We do all of the above with the fundamental belief that everyone is doing the absolute best they can for their communities and organisations. We hold all community members, staff, partners and collaborators in positive regard and believe that together we can make positive social change.

About Musical Beacons

Musical Beacons is a programme designed for families facing challenging circumstances, and runs in the heart of communities. The project partners with housing associations, children's centres, health and social care settings. We actively work to remove barriers families may face in accessing musical experiences by finding spaces that support their access needs and taking an inclusive approach to all our music making. Musical Beacons supports family and community connections, enabling leadership skills to flourish in children and encouraging creativity in everyone.



About People's Music

People's Music is a hub of musical activity supporting adults facing mental ill-health, social inequalities, and isolation. Based in Adur, West Sussex, People's Music is a cross sector partnership between Soundcastle, Sussex Recovery College, Going Local Social Prescribing, Shoreham Community Centre and adults with mental ill-health. People's Music consists of 4 music courses which were created in response to community consultations and celebrate unheard voices: Ukulele Crew, Singing for Wellbeing, New Rhythms and the People's Music Collective.



About Mental Health First Aid training

Within Soundcastle we pride ourselves on looking after the wellbeing of everyone that we work with, so that our staff and freelancers can make the biggest impact possible out in the community.

We now share this knowledge and offer online and in person Mental Health First Aid training for individuals and in-house courses for organisations.



About Soundcastle Consultancy

In 2022 we implemented Soundcastle's Wellbeing review. This has enabled us to create tried and tested tools and methodologies designed to help positive change within the organisation by creating a wellbeing-centred culture.

We now work with other organisations to consider what is best for them to make transformational changes to create a highly tailored environment that meets the needs of their organisation and team.



Find out more about what we do here: <https://soundcastle.co.uk/what-we-do/>



Soundcastle Trustee Role Description

Soundcastle seeks to grow our board of trustees, to enable us to bring additional voices and expertise into the charity.

Main Purpose of Role: To sit on Soundcastle's board of trustees, supporting the charity with strategic decision making, accountability and relevance. We welcome positive challenge!

Team Members: You will collaborate closely with the existing board of trustees and Soundcastle Leadership team.

Remuneration: This is a voluntary role.

Meetings: The Soundcastle Board meets quarterly, with some additional meetings when required.

Location: Remote/ Hastings. We run hybrid board meetings with some members joining via Zoom and others in person.

Next Steps

If you are interested in exploring this role further, please email rachael@soundcastle.co.uk.

Start Date: We are open to approaches about joining our board at any time.

Further Questions

If you have any questions regarding any aspect of this role or Soundcastle, please:

Call Rachael on 07990 243660 or email rachael@soundcastle.co.uk

Find out more at:

[soundcastle.co.uk](https://www.soundcastle.co.uk)

See you on our socials

@SoundcastleTeam

