



Trainee Musician

Freelance Contract

RECRUITMENT PACK

Perth Theatre and Concert Hall
Mill Street
Perth PH1 5HZ



Who We Are

Central to local cultural life for over 120 years, Perth Theatre and Concert Hall create life affirming, shared experiences in the performing arts that ignite the imagination and make living more meaningful. Our world-class venues, award-winning programming and inclusive learning and engagement projects play an essential role in stimulating positive wellbeing within the communities we serve, benefitting the local economy and raising the profile of the area.

Perth Theatre and Concert Hall is the trading name of Horsecross Arts Ltd, the charitable organisation established in 2005 to run both venues. Horsecross Arts Ltd is registered in Scotland, no. SC301328 and a charity no. SC022400.

"It's one of the things that attracted me to Perth... the cultural life... it seems it's fantastic. There's a great variety in the theatre and the concert hall... we're so lucky!" Audience Member



Our Vision & Mission

"To ensure the performing arts are essential to our communities."

From our base in Perth City and across Scotland at large, our mission is to use the performing arts to inspire, explore, connect, and educate, as sustainably as possible:

Inspire - as a source of entertainment, enlightenment, joy, and wellbeing;

Explore - forging into the new, inventing fresh approaches and developing different ways of working;

Connect - with our communities, meeting their needs, striving to include everyone;

Educate - by supporting learning and training across our whole range of activities for staff, participants, the sector, and future generations.

IDEA – Inclusion, Diversity, Equality & Accessibility

Perth Theatre and Concert Hall is working to ensure our organisation is fully representative of the communities we engage with locally and nationally. We believe in the transformative power of the performing arts and understand that embracing diversity of backgrounds, experiences, skills, cultures, and outlooks is critical to fulfilling our Vision.

We start from a position of inclusion being fundamental to all our activities. We are committed to providing life-enhancing experiences for everyone, whatever their age, background, ethnicity, gender, geographical location, physical or mental ability, religion, sexual orientation, social conditions, work or employment status. Necessarily, our approach steps beyond the letter of the law to achieve this.

Our commitment to IDEA will be central to all our policies and processes, from recruitment and operations to the delivery of our public engagement, performances, and events. Undertaking continual review and training, we will closely monitor, and be transparent about, our progress.

Fairview School

Fairview School is the local Authority's Additional Support Needs school for children and young people with severe and complex and enduring additional support needs. We cater for pupils with severe social communication difficulties including those on the autistic spectrum. Children and young people (aged 3 - 18) are placed in the school by the Authority in collaboration with parents/carers.

Vision

Fairview School wants all students to feel valued and supported to be best they can be. We want everyone to work together – students, families, teachers, and others – to create a caring and inclusive learning community.

Values:

Fun: At Fairview School, we believe learning should be enjoyable and engaging. We strive to create a fun and lively atmosphere where students feel excited to come to school every day. Through creative activities, interactive lessons, and joyful interactions, we aim to spark curiosity and passion for learning in every student.

Ambitious: We set high expectations for ourselves and our students, encouraging them to aim for greatness in everything they do. At Fairview School, we foster a culture of ambition, perseverance, and resilience, empowering students to dream big, set goals, and work hard to achieve them. We believe that with determination and effort, anything is possible.

Inspiring: We believe in the power of inspiration to ignite change and transform lives. At Fairview School, we strive to inspire students to reach their full potential, pursue their passions, and make a positive impact in the world. Through meaningful connections, encouraging role models, and empowering experiences, we aim to instill a sense of purpose and possibility in every student.

Respectful: Respect is at the heart of everything we do at Fairview School. We value and celebrate the unique talents, backgrounds, and perspectives of every individual in our community. We treat each other with kindness, empathy, and dignity, fostering a supportive and inclusive environment where everyone feels valued, heard, and respected.

The Role

Job Title: Trainee Musician

Status: Freelance term contract

Reports to: Schools Creative Coordinator

Fee: £5,400

We are looking for two Trainee Musicians who will work alongside two Lead Musicians on a new project which will place you in residence at Fairview school from September 2025 – June 2026.

Working closely with staff, pupils and your fellow musicians you will assist in interactive music-making workshops from September 2025 – June 2026. These workshops must ensure accessibility and inclusion for children and young people with a range of additional support needs.

This project aims to utilise music as a universal language, removing the barrier of speech for participants and giving them the opportunity to explore their creativity and communicate through music-making. It will enable pupils to express themselves, develop skills and grow their creativity, and will be tailored in response to their abilities and aspirations.

As well as working with young people from Fairview school, this project will also include young people from Oakbank Primary school and Perth Academy. Who you will work with from September – June, during which time you will visit Perth Concert Hall to record songs that you have created with the group.

The project will conclude with the sharing of some of the music they have created with the wider community. This could include working with a film artist to create a short film of their work; a sound designer to audio record their work; or something else mutually agreed by all partners as the project progresses.

The access requirements of all pupils taking part will be discussed with Fairview staff ahead of workshops to ensure their needs and abilities are factored into lesson planning. Workshops should seek to maximize accessibility, inclusion and participation. Pupil support staff will be present during all workshops to further enable engagement. There will be opportunity to attend training sessions to support accessibility (eg. to learn Makaton) for all Musicians involved in the project.

The Trainee Musicians will be mentored by the two Lead Musicians who will be experienced in delivering music-making projects with children and young people with additional support needs. You will be supported to develop a personal learning and development plan that is tailored to your interests and experience. There will be formal mentoring sessions, as well as opportunity for the Trainee Musician to learn through practice working alongside the Lead Musicians in the delivery of workshops.

You may be an emerging Musician looking to widen your experience of delivering music-making projects in a community setting; or a more established Musician who is looking to develop their practice in working with children and young people with additional support needs.

Duties and Responsibilities

- Assist in the planning and delivery of interactive music-making workshops with pupils at Fairview School that provide the opportunity for pupils to explore their own creativity, develop music-making skills and communicate through music;
- Work closely with Perth Theatre and Concert Halls' Learning & Engagement team and staff at Fairview School to plan workshops, identify aims and objectives, and monitor and evaluate the project;
- Further your own experience and learning in delivering music-making activities with children and young people with complex additional support needs;
- Meet with Fairview staff to discuss access needs of pupils participating and ensure all participants are supported and included in workshops;
- Assist in suggesting wrap-around activities that can take place in school throughout the week to facilitate multi-artform and cross-curricular engagement with the project;
- Attend regular meetings with Perth Theatre and Concert Hall and Fairview staff to ensure good communication throughout the project;
- Work towards a sharing of some of the music-making pupils have been involved in; this may involve collaborating with other artists should this feel appropriate;
- Comply with Perth Theatre and Concert Hall and Fairview's child protection policy and health and safety policies

Person Specification

- Ability to demonstrate a passion and interest in delivering music-making projects in a community-setting.
- Ability to work as part of a team and collaborate with other artists.
- Ability to work responsively.
- Good time management and ability to work to a deadline.
- Passion for ensuring music-making opportunities are accessible to disabled people and people with additional support needs.
- Good communication skills.

We particularly encourage you to apply if you are a disabled musician.

Terms & Conditions

This is a freelance term contract. The fee is £5400.

This fee includes:

24 days teaching at £145 per day,

5 1.5 hour workshops at £70

2 recording days at PTCH at £145

4 mentoring sessions with the Trainee Musician at £50 per session.

10 days for planning, administration (including attending meetings) and training at £120 per day.

Applicants must have availability to complete the project in this timeline. The workshops timetable will be decided in conversation between the Musicians, Fairview and Horsecross.

How to Apply

Deadline: 23rd May 2025

Interviews: 10th & 11th June 2025

To apply for this position please send the following:

- A CV no longer than 2 pages (you may want to include details of any work you've undertaken, work experience, volunteering, experience from college or university, or the amateur sector, or anything else that you think is relevant and you'd like to tell us about)
- Either a written covering letter (450 words max.) or video (2 minutes max.) that includes:
 - The skills and experience you will hope to gain and develop through this role,
 - Why you are passionate about working with children and young people with additional support needs;
 - An example of a music-making project you've worked on, outlining what you did, what the successes of the project were, and anything that was challenging.

CVs and written covering letters should be sent to recruitment@perththeatreandconcerthall.com

Video submissions should be uploaded to Dropbox using this link: <https://www.dropbox.com/request/g74m3A7rjl9Wj6NtIXho>