

TRUSTEE PACK



PLYMOUTH MUSIC ZONE

2026

Music making a difference



OUR STORY



Plymouth Music Zone began with a simple belief: every one deserves access to music.



Back in 1999, two musicians started working with local primary schools from a cupboard in a school building. What began as an idea quickly grew into something far bigger, reaching more and more children across Plymouth.

More than two decades later, Plymouth Music Zone is now an award-winning music charity and a recognised Centre of Excellence for community music. We are proud of the communities we have built through music.

We exist to make music accessible, meaningful, and transformational, especially for those who might otherwise be excluded.

OUR VALUES



PMZ'S OBJECTIVES INCLUDE CONTINUING TO WORK WITH PARTICIPANTS WITH A TEAM OF PEOPLE WHO UNDERSTAND OUR PARTICIPANTS AND ENSURING PMZ CONTINUES ITS MISSION:

Our participants: the vast majority who wouldn't otherwise access the creative arts

Our diverse, disabled-led team: representing years of investment in professional and lived experience and sustainable practice that translates directly to impact

Our outstanding track record of inclusive, collaborative practice: that creatively engages with both breadth and depth via place-based partnership working that brings considerable public benefit working annually alongside many cross sectoral organisations

Our future potential: to build on our legacy of work with academic partners evidencing how PMZ has created wide ranging impact that evaluators and researchers say creates 'social and bringing community capital' across Plymouth

Our power as advocates: to be a living, breathing example of the Arts Council's 'Let's Create' agenda successfully in action. Combined with a strong desire to protect inclusive ecosystems of creativity so that vital 'EDI' momentum achieved in the arts sector to date is not lost

OUR IMPACT



Music is our tool, but people are always at the heart of what we do.



Over the past 23 years, Plymouth Music Zone has supported:

70,000
CHILDREN

20,000
ADULTS

50,000
WORKSHOPS

2,000
EVENTS

600,000+
SPECTATORS

Our youngest participant was 8 days old. Our oldest was 104. Our impact is about connection, confidence, wellbeing, and belonging.

We have worked across Plymouth and beyond with around 100 partners in health, social care, education, and community settings, around **95% of participants would not usually engage with the arts.**

OUR FUTURE



We want to ensure Plymouth Music Zone remains sustainable, resilient and ambitious.

The need for Plymouth Music Zone's work has never been greater.

Across our communities, more people are facing isolation, anxiety, financial pressure, and reduced access to creative opportunities. At the same time, the role of music in health, wellbeing, and recovery is increasingly recognised.

Our future is about strengthening what we already do well, while growing our reach and deepening our partnerships.

That means continuing to deliver high-quality work, while also strengthening our fundraising, governance, and long-term planning.

We are looking for trustees who want to help shape the next chapter of Plymouth Music Zone.

OUR VOICES



“IT’S LIKE WALKING INTO COLOUR AGAIN.”

Alex, was disengaged after several difficult years of loneliness and isolation. He was welcomed to PMZ and given access to a piano in our community music centre.

Alex has rediscovered his passion for music, often describing the experience as life-changing: “It was all very grey, and when I walked in here and hit the keys, suddenly rainbow starts flying around.”

PMZ is full of stories.
Stories of people being seen, finding their voice, reconnecting with the world around them.

WE ASKED OUR PMZ COMMUNITY: "WHAT DOES MUSIC MEAN TO YOU?"



“IT MAKES ME FEEL OPEN, I CAN'T
IMAGINE LIFE WITHOUT IT.”

“IT MAKES ME WANT TO DANCE.”

“IT MAKES ME HAPPY.”

A PROGRAMME OF EVENTS DESIGNED TO SERVE OUR COMMUNITY.

A woman with curly hair and glasses is smiling. In the background, there is a banner for PMZ (Plymouth Music Zone) with the text "plymouth music zone" and "MUSIC MAKING A DIFFERENCE".

'Moving Sounds' is a staple of the PMZ weekly calendar of events

Moving Sounds is a group for adults with long-term disabilities and their families/carers who want to make music alongside movement and dance. Workshop content is always discussed at start of each project with the group working towards those aims whilst allowing for change. New friends will be made within the group. We have also found that support workers and family members gain a lot themselves from seeing the participants enjoy themselves and take part, sometimes in ways that they hadn't expected.

83% OF PARTICIPANTS FEEL LESS SOCIALLY ISOLATED

77% FEEL MORE ABLE TO MEET NEW PEOPLE

89% FEEL HAPPIER AND HEALTHIER AFTER A WORKSHOP

YOUR ROLE



Trustees play a vital role in ensuring we are well-run, sustainable, and delivering lasting impact.

As a trustee, you will help provide direction and oversight, working alongside the executive team to guide the organisation's strategic development. You will act in the best interests of Plymouth Music Zone, ensuring we remain accountable, ambitious, and aligned with our charitable purpose. Trustees collectively support PMZ by:

- Setting and shaping the vision, mission, and strategic direction
- Supporting strong financial oversight and responsible decision-making
- Acting as guardians of the charity's assets, including our people, knowledge, and partnerships
- Ensuring good governance and legal compliance
- Helping manage and reduce risk
- Championing Plymouth Music Zone's values and reputation

This is a chance to be part of something meaningful, with real impact across Plymouth and beyond.

OUR VISION

We are looking to strengthen our Board and welcome new trustees with experience and skills.

We are particularly interested in people with expertise in:

- Finance
- Law
- Fundraising

We are also succession planning and would welcome interest from individuals who may be able to step into a future Chair role.

You do not need to be a musician. You do need to care about what music can do for people.



CHRISTOPHER HUNT
CHAIR OF TRUSTEES
TRUSTEE SINCE 2019

"Becoming Chair of Plymouth Music Zone has been one of the most rewarding things I've done. PMZ makes a genuine difference to real people's lives.

If you have skills to offer and want to put them to meaningful use we're a collaborative board and we'd love to hear from you."

OUR VISION

We believe strong governance needs diverse voices, lived experience, and varied perspectives.

Diversity and inclusion are fundamental to Plymouth Music Zone.

We welcome applications from people of all backgrounds, particularly those who are under-represented in the arts and charity leadership. This includes people from minoritised ethnic communities, disabled people, LGBTQ+ people, and those with lived experience of the challenges our communities face.

We want our Board to reflect the communities we work with.



LIZ HILL
TRUSTEE SINCE 2021

"As a Trustee I find being at PMZ a joyful experience and enjoy working with participants, staff and volunteers.

The experience of being with people and having fun with music, really does make a difference and is so rewarding. Come and join us and see what you can offer."

YOUR COMMITMENT



We're a small charity and our board takes a hands on approach to lending our specialist skills to the team.

The Board meets approximately every 8 weeks.

Meetings are held on a hybrid basis with some trustees on site at our premises in Devonport and others calling in on Zoom. They usually start at 4.30pm and last around two hours.

Seasonal events and celebrations form part of PMZ's calendar and trustees are warmly welcomed to attend.

Trustees also use their skills and experience to support new and evolving initiatives or projects and form a crucial piece of our outreach work into the community supporting collaboration and seeking opportunities for funding and wider support for the charity.



NICK WARREN
TRUSTEE SINCE 2016

"Having been part of the PMZ team for many years now, I'm still amazed by what they accomplish with their talent and infectious energy, music truly making a difference."



OUR COMMITMENT



BRYONY RAWSON
TRUSTEE SINCE 2025

We want trustees to feel supported, valued and able to contribute confidently.

As part of Plymouth Music Zone, you can expect:

- A full induction and welcome
- Clear information and guidance about your role
- A collaborative and friendly Board culture
- Opportunities to visit projects and meet our team
- The chance to learn, contribute, and grow

Trustees are encouraged to support, challenge and champion the organisation. The best trustees bring curiosity, integrity, and a willingness to contribute their experience.

You will be joining a Board that cares deeply about Plymouth Music Zone's mission, and about doing things properly.

"I was new to trusteeship when I joined PMZ, and I won't pretend I didn't have questions about whether I had enough to offer. What I found was a board that was welcoming and I felt valued from the start.

If you're considering it but aren't sure you're 'qualified enough' — please do get in touch. You might be exactly what we need."

