

Music Matters

- Language & Literacy Skills
- Personal & Social Development
- Numeracy
- Creativity
- Confidence & Self-esteem
- Physical Development, Health and Wellbeing

Source: Professor Susan Hallam

Meaningful Endeavour

- Musicians
- Composers
- Producers
- Managers
- Broadcasters
- Event Managers
- Administrators
- Trade Union Officials

Manufacturers

Retailers

Publishers

Therapists

Teachers

DJs

Lawyers & Accountants

Hobbies

Economic Impact

- The 'music industry' contributed £4.5bn to the UK economy in 2018 = 6% growth on the previous year
- Exports = £2.5bn last year
- Festivals grew by 14% last year serving 31 million people
- This is a **thriving** industry, serving an insatiable demand
- Investing in music education = investment in our economic future!

Source: UK Music

Cuts, Cuts, Cuts

- Local Management of Schools → delegation of budgets
- Cuts to core funding → zero-hour contracts, self-employment
- Most local authorities have withdrawn funding altogether
- Dependency on DfE funding via Arts Council → real term cuts
- Closure of music services → Gloucestershire, Wiltshire, Coventry
- Privatisation → trusts, agencies, co-operatives, for-profit
- eBACC & STEM → devastating impact on music at KS3 and GCSE
- Initial teacher training and CPD

Types of Co-operative

- Worker co-operative
- Community co-operative
- Consumer co-operative
- Consortia co-operative – professional association of teachers

Examples: doctors, taxi drivers, actors, artists, writers, consultants, web-designers, dancers, orchestras.

How does it work?

Organisationally:

- Company limited by guarantee: not-for-profit
- All teachers are self-employed and are responsible for their own taxation, NI, pension, travel expenses, insurance

How does it work?

Membership of the Co-operative:

- Application, interview and induction
- Teacher member agreement
- Code of Professional Practice

How does it work?

Commitment to:

- Quality of service —> pupils, schools, parents, community, colleagues
- Upholding standards and professional development
- Observation of teaching and learning (mentorship)
- Members' Handbook

How does it work?

- Members elect a representative board
- Board oversees an employed admin team:
 - > office manager
 - > admin assistant
 - > external accountant
 - > other

How does it work?

The admin team provides a range of services to members of the Co-operative, including:

Marketing

Customer enquiries

Schools liaison

Invoicing

Debt collection

Member enquiries

Data management

Interviews

Member invoices

Customer complaints

Applications

Cancellations

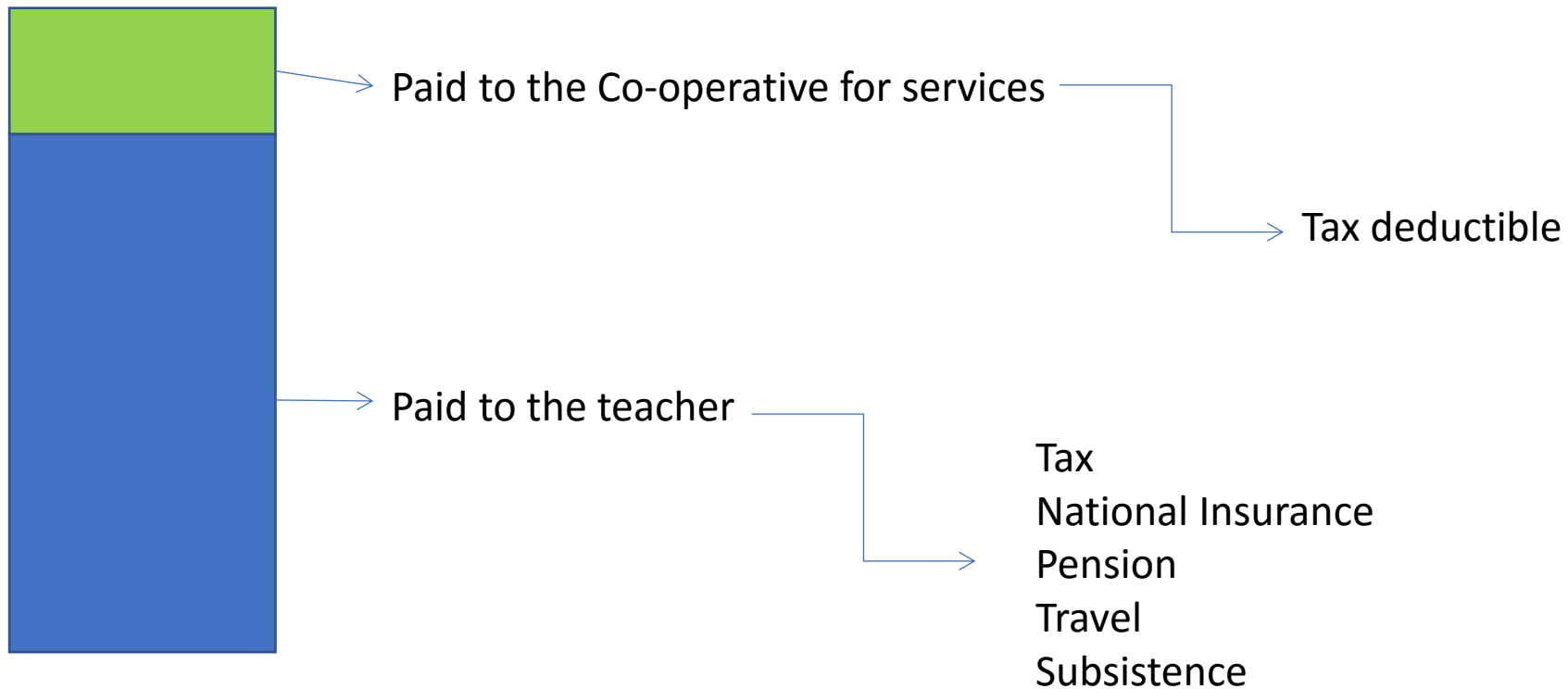
Timetabling

Prof Development

How does it work?

How are these services paid for?

Teaching rates are set and agreed by the members



Advantages

- Democratically owned and managed
- Keeping teachers together → harmonisation
- Flexible, immediate and responsive
- Cost effective
- Sustainable and mutually supportive
- Low risk → free from political interference
- Provides unity → collective agreement on fees
- Enterprising → business development

Disadvantages

- Perceived as less secure
- Potential leadership vacuum
- Succession planning
- Access to instruments
- Access to remissions
- Potential gaps in provision → recruitment
- Rural coverage
- Cash-flow and debt

Co-ops Nationwide

Newcastle
North Lincs
Swindon
Bedford
Milton Keynes
Salisbury
Denbighshire
Isle of Wight
Wrexham



ALTOGETHER NOW



A GUIDE TO FORMING
MUSIC TEACHER CO-OPERATIVES



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