

## GSW Music Hub — Quality Charter

### Growing quality through connection

High-quality music education emerges from lived experience, reflective practice and collaborative learning. This Charter sets out the shared values and commitments that music organisations across Gloucestershire, Swindon and Wiltshire agree to uphold to strengthen practice, celebrate great work and learn from one another.

It is intentionally simple, flexible and rooted in the voices and needs of young people.

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## Why do we need a Quality Charter?

A Quality Charter gives us a shared, simple way to describe what good music education looks and feels like across the region. It offers clear values we can all stand behind, while giving organisations freedom to show quality in their own way. It clarifies our focus on youth voice, musical and holistic outcomes, and the power of access and importance of progression. Above all, it helps us keep learning from one another.

### Who is the charter for?

This Charter is for everyone who plays a part in a young person's musical journey. It gives young people, community organisations, schools, youth projects, funders and families confidence that, wherever they engage with the GSW Music Hub, they are connecting with high-quality, youth-centred music education.

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## Our Shared Principles

### Lived experience over external judgement

Real quality appears in the lived moments of young people's musical journey's — in how they create, take risks, feel supported and thrive.

### Youth voice at the centre

Quality cannot be achieved without listening closely to young people — their ideas, needs, identities, experiences and creative choices. Youth voice shapes design, delivery and review.

### Musical X Holistic

Musical outcomes (skills, creativity, progress, achievement) matter.

Holistic outcomes (confidence, belonging, identity, wellbeing, agency) matter just as much.

We value both, recognising that they strengthen each other.

### Access X Progression

Every young person should be able to take part and move forward in a way that is meaningful for them. Access and progression are partners, not opposites.

### Different in different contexts

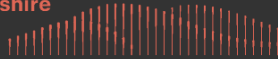
A youth studio, a school ensemble, a community choir and a classroom workshop will each express quality differently. The framework respects this diversity.

### Connection over comparison

Quality develops through peer learning, shared reflection and generosity — not through ranking organisations against one another.

### Space to improve, not pressure to prove

Evidence should be proportionate and purposeful. Systems must support understanding and improvement, not bureaucracy or burden.



## What We Commit To

### Capture

We will gather meaningful, proportionate qualitative (and quantitative) evidence of our work, including:

- Simple observations (peer or hub-supported)
- Youth voice (conversations, surveys, interviews, quotes)
- Feedback from all stakeholders (young people, staff, funders, partners, caregivers...)
- User, engagement, outcomes and impact data (where appropriate)
- Stories, videos, audio and other lived examples

### Share

We will make practice visible by:

- Welcoming peers to visit sessions and events
- Contributing content (video, audio, stories) to our social channels and sharing.
- Supporting colleagues to understand how and why approaches work
- Participating in annual quality conversations

### Develop

We commit to continuous improvement through:

- Engaging in CPD that strengthens our practice
- Bringing learning back into the partnership
- Acting on feedback from peers
- Embedding an ongoing cycle of reflection and improvement
- Staying aligned with current safeguarding, accessibility and inclusive practices

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## Our Partnership Commitment

Organisations across the GSW Music Hub agree to:

- Celebrate the diversity of approaches that support young people
- Participate in a shared reflective cycle
- Use evidence meaningfully and lightly
- Be open to collaborative learning
- Support a culture of trust, curiosity and kindness
- Build a shared story of quality for the region

This Charter is not a **living agreement** designed to empower partners, improve young people's experiences and help the Hub tell the story of quality across Gloucestershire, Swindon and Wiltshire.

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**GSW Music Hub** - *Quality grows when we listen, learn and create together.*

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*This Charter was created in collaboration with delivery and strategic partners across the GSW Music Hub, with facilitation and support from music education consultant Ben O'Sullivan.*

**Version:** 1.0

**Adopted:** November 2025

**Review cycle:** Annually — with partners, young people and Hub boards, ensuring it remains a living, responsive framework that evolves with practice and need.