



Trustee Recruitment

Role information

Application Deadline: Monday 9 February



youngsounds.org.uk



Supported using public funding by



**ARTS COUNCIL
ENGLAND**

About Young Sounds UK

Musical talent is everywhere but opportunity isn't: family finances and other obstacles too often get in the way. Young Sounds is here to change this.

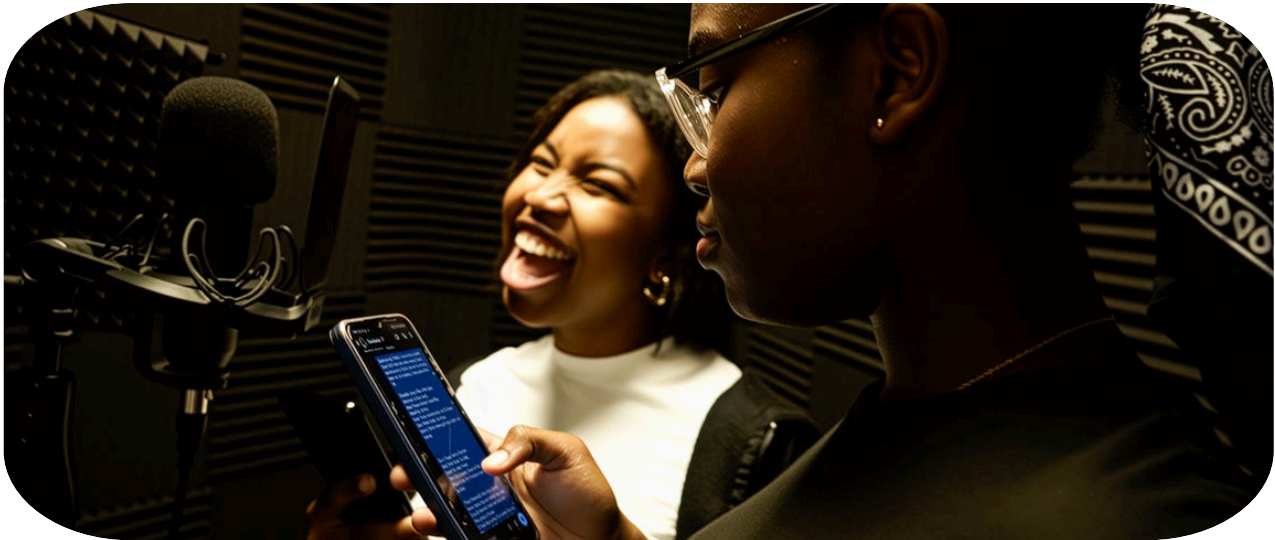
For nearly 30 years we've supported talented young people from low-income families, helping them to overcome financial and social barriers. Whether they're making or creating music our programmes help young musicians from across the UK to fulfil their musical potential.

We fund instruments, lessons, courses and other musical costs, help expand young people's musical networks, give them opportunities to perform – in fact we do everything we can to give individual support to young people in need.

Our programmes not only sustain musical journeys, we also support the sector to identify and nurture talent wherever they find it, across a range of genres and cultures.



Young musicians performing side-by-side with the BBC Symphony Orchestra at Maida Vale Studios, November 2025.



Young musicians in Bradford taking part in our EQUALIZE project, delivered with the Black Music Research Unit. August 2025

We currently support over 1,400 young people, and this year over 800 teachers will learn how to identify musical talent and potential in children who have perhaps never even touched an instrument.

Our work is nationally recognised. We're a National Portfolio Organisation with Arts Council England, a National Youth Music Organisation, and we're delivering the Department for Education's Music Opportunities Pilot. Youth Music have been a major long-term funder and Young Sounds has also been shortlisted for awards by both the Royal Philharmonic Society and the Music and Drama Education Awards.

Our funding comes from a broad portfolio: a strong and loyal individual donor base; trusts and foundations; legacies, in-kind support and public funders.

We've grown 10-fold over the last 10 years but we know there's much more work to do, so we're developing exciting plans for the future!

The role of a Trustee

The day-to-day and operational management of Young Sounds is delegated to the Chief Executive, Hester Cockcroft. Our Board works closely with her to ensure the charity continues to achieve its ambitions. Under the leadership of Anthony Hamer-Hodges, its Chair, the Board is responsible for the overall governance and strategic direction of Young Sounds.

Trustees are expected to engage with and support all aspects of the charity, helping to foster stakeholder relationships, representing the organisation regionally and nationally and ensuring compliance and safeguarding. It is ultimately the Board's responsibility to ensure that Young Sounds remains focused on its core vision. Principal responsibilities are:

- **Strategy** – contributing actively to the formation of strategy, the Young Sounds business plan, and evaluating the performance of the organisation against the plan.
- **Oversight** – ensuring that the charity is well run, efficient and compliant with the charity's Articles of Association, its policies, including safeguarding and EDI, governance codes of practice, legal responsibilities upholding the organisation's reputation and values.
- **Advocacy** – advocating for the charity at all times, supporting fundraising efforts and promoting the work of the charity in the trustee's daily life.

In line with our Safeguarding Policy, for best practice and to meet funders' requirements it is Young Sounds' policy to request Trustees opt to undertake a DBS disclosure.

Who we are looking for

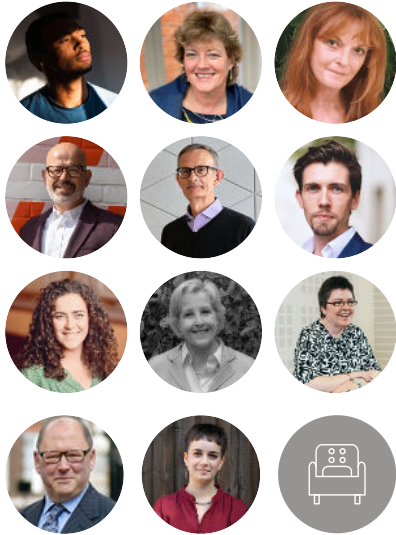
As we approach our 30th anniversary in 2028, we are looking for committed new trustees with energy, passion and time who will continue to drive us forward. Previous trustee experience is not necessary, and we welcome trustees who can bring a diversity of life experiences, cultural knowledge and expertise. As a national charity we are keen to attract trustees from all parts of the UK, and particularly those who are based outside London and the South East. We particularly welcome expertise in the following areas:

- EDI and CSR programmes in the creative industries
- Youth culture and content creation
- Music Hub and/or National Curriculum expertise
- Fundraising
- Contemporary music performance and production

Above all we are looking for trustees who are passionate about, and willing to advocate strongly for, giving all young people the opportunity to have a musical life, particularly those facing the most barriers. We also expect trustees to have an overarching commitment to equity, diversity and inclusion. Prospective trustees will demonstrate:

- Empathy with and alignment to Young Sounds objectives
- A commitment to equity, diversity and inclusion
- A willingness to engage in fundraising activities
- Good judgment, strong leadership and interpersonal skills
- The ability to represent the organisation externally e.g. at events
- The ability to engage constructively in strategic discussions
- A willingness to challenge, and to work towards creative solutions

Board structure and current Trustees



Currently the Board has 11 members, two of which are Alumni Trustees. Reflecting the particular circumstances that young people face, Alumni Trustees serve two-year terms. The upper limit on Trustees, including Alumni, is 16.

One third of the rest of the Board resign by rotation each year at the Annual General Meeting and may be re-elected to stand further terms. Current Board members are listed on our website [here](#).

Engagement and Time Commitment

The Board meets for three hours four times per year, joined by select members of the core team. We also welcome a visiting speaker twice a year from partners and other organisations. Two meetings are online, two in person. The Board and staff also meet once a year for a full day strategy discussion.

There are committees for Major Gifts, Audit and Risk, Marketing and Communications, EDI and Board Nominations. Most meet monthly online for an hour. Trustees are expected to join committees related to their experience and interests.

Young Sounds has a programme of fundraising events throughout the year across the country to which Trustees are encouraged to invite their contacts and attend themselves. Trustees also help out with other events run by the charity for its young people.

Supporting New Trustees

We are happy to cover reasonable expenses incurred during Trustee duties e.g. travel to the two of our four Board meetings that take place in person. New trustees are allocated an existing Board member as a 'buddy' and take part in an induction process, including meetings with the Chair and Chief Executive. There's plenty of opportunity to ask questions, find out about how Board meetings are run and learn more about the organisation's work.

Process and timeline

The Board is currently looking to proactively drive recruitment, and is running a campaign over January and February 2026 to support this. If you would like to make an application for immediate consideration, please do so by Monday 9 February 2026.

If this timeframe is not suitable for you, but you nevertheless would wish to be considered, please contact us at any time to discuss an application. Interested candidates can arrange a pre-application conversation with a Board member.

To make an application, please send a CV with a covering letter outlining your motivation for applying and what you feel you will be able to contribute to the charity. Alternatively, you can submit a short video or audio recording. Please include your full contact details and any access requirements you may have.

Please send applications and enquiries to recruitment@youngsounds.org.uk and we will be in touch.

Young Sounds is committed to equal opportunities and will treat all applications fairly.

General charity information

Young Sounds UK is the working name for
Awards for Young Musicians. Registered Charity No. 1070994



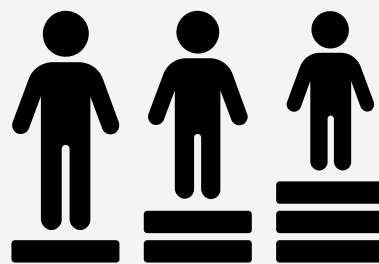
Our website
[Click here](#)



**Young Sounds' Safeguarding
Policy** [Click here](#)



Annual Report and Accounts
[Click here](#)



Young Sounds' EDI Policy
[Click here](#)



"In the 26 years since Young Sounds founding, when I became its very first Patron, much has changed in music education. Young Sounds has changed too, and is now a significant player in the sector, where it focuses on those most in need. This work is made possible thanks to the ever-growing support of donors and funders across the UK. Sadly Young Sounds' help is now needed more than ever as the arts are increasingly sidelined in schools and music funding constantly threatened. I'm extremely proud of the transformative difference our charity has made to so many young people's musical future."

Sir Simon Rattle OM CBE
Founding Patron



"Young Sounds gave me opportunities to perform to fantastic audiences, work with some of the best musicians in the industry and build a network of musical friends around the country. Young Sounds' practical support and their belief in me throughout my teenage years were invaluable and I would have struggled to get to where I am without it."

Jess Gillam MBE,
Alumna Patron