



Awards for Young Musicians

Help us give talent a chance



Trustee Recruitment 2023

www.a-y-m.org.uk

About Awards for Young Musicians

Musical talent is everywhere but opportunity isn't: family finances and other obstacles too often get in the way. Awards for Young Musicians (AYM) is here to change this.

For a quarter of a century, we've supported talented young people from low-income families, helping them to overcome financial and social barriers. Whatever the genre or style, our programmes help young musicians from across the UK to fulfil their musical potential.

Whether funding instruments, lessons, courses or other musical costs, expanding their musical networks or giving them opportunities to perform, we do everything we can to give individual support to young people in need.

Our programmes not only sustain musical journeys, we also help others to identify and nurture talent wherever they find it



Our programmes currently support nearly 900 children, and this year over 1,000 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. Most recently we have been granted National Portfolio status by Arts Council England and have become one of the Department for Education's National Youth Music Organisations (NYMOs). We were been shortlisted for awards by both the Royal Philharmonic Society and the Music and Dance Education Awards and are in receipt of a second three-year term grant from Youth Music - the maximum available.

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

We have grown 10-fold over the last 10 years, and this year AYM will be 25 years of age, but we're only just getting started, with big, exciting plans for the future!



Alumna Trustee Ella McCoshan participating in our Talent to Talent mentoring programme

The Role of an Awards for Young Musicians Trustee

The day-to-day and operational management of AYM is delegated to the Chief Executive, Hester Cockcroft. AYM's Board works closely with her to ensure the charity continues to achieve its ambitions. Under the leadership of Philip Jones, its Chair, the Board is responsible for the overall governance and strategic direction of AYM. 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 AYM remains focused on its core vision.

Principal responsibilities are:

- **Strategy** – contributing actively to the formation of strategy, and the AYM 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 and 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.

All trustees must have current DBS registrations.

Who are we looking for?

As we move into a new, exciting phase of our development, 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:

- Finance and Accounting
- Fundraising
- Digital
- Governance
- Business Strategy

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 AYM's 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
- The ability to engage constructively in strategic discussions
- A willingness to challenge, and to work toward creative solutions.



Furthering Talent students at Chetham's School of Music

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. 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. A number of long serving trustees will be retiring in the coming year or so and we are now planning for their succession. Current board members are listed on our website [here](#).



Young musicians participating in activities being filmed for our Identifying Musical Talent and Potential training

Engagement and Time commitment

The board meets for two hours four times per year, with an extra half hour for a visiting speaker twice a year. Two meetings are online, two in person. The board also meets once a year for a full day strategy discussion. There are committees for Trust funding, Individual Donors, Audit and Risk, Communication, EDI and Board Nominations. Most meet monthly online for an hour. Trustees are expected to join committees related to their experience and interests.

AYM 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.

General Charity Information

The charity's website is at www.a-y-m.org.uk
Our latest audited annual report and accounts can be found [here](#).
AYM's Safeguarding policy can be found [here](#).
AYM's EDI policy can be found [here](#).

Process and timeline

Our process is ongoing and we welcome applications to join our board at any time. Interested candidates can arrange a pre-application conversation with a board member. If you are interested in doing so, please email AYM's Chief Executive: hester.cockroft@a-y-m.org.uk

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.

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



"Making music is personal – it's personal to us and it's personal to young people. Young people's lives in music across the UK are diverse and multi-faceted. What we need to do as an industry is respond with a tailored approach – understanding young people's position, their expertise and their ambitions. Awards for Young Musicians does this beautifully and always has done."

Matt Griffiths
CEO of Youth Music



"In the 20+ years since AYM's founding, when I became its very first Patron, much has changed in music education. AYM 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 AYM's 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