



# Appointment brief

## Appointment of Trustees

June 2023

Reference: HBJNA



## The LYC Family

London Youth Choirs was launched 10 years ago, inspired by the spirit of the London 2012 Olympics.

**Our goal was clear: to unite young people from across the capital through singing.**

Today LYC exists to enrich the lives of young Londoners through singing, providing high-calibre choral singing tuition and unique performance opportunities. There is no other organisation providing a London-wide family of choirs like LYC, bringing together 420 young people, aged 7-23, from 250 educational institutions and 31 of London's 33 boroughs, truly representing the diversity of our capital.

### We exist for all young Londoners

LYC offers young people:

- a foundation in vocal, choral and musicianship skills.
- the experience of teamwork & individual responsibility.
- a secure and safe environment where they can build respect for others.

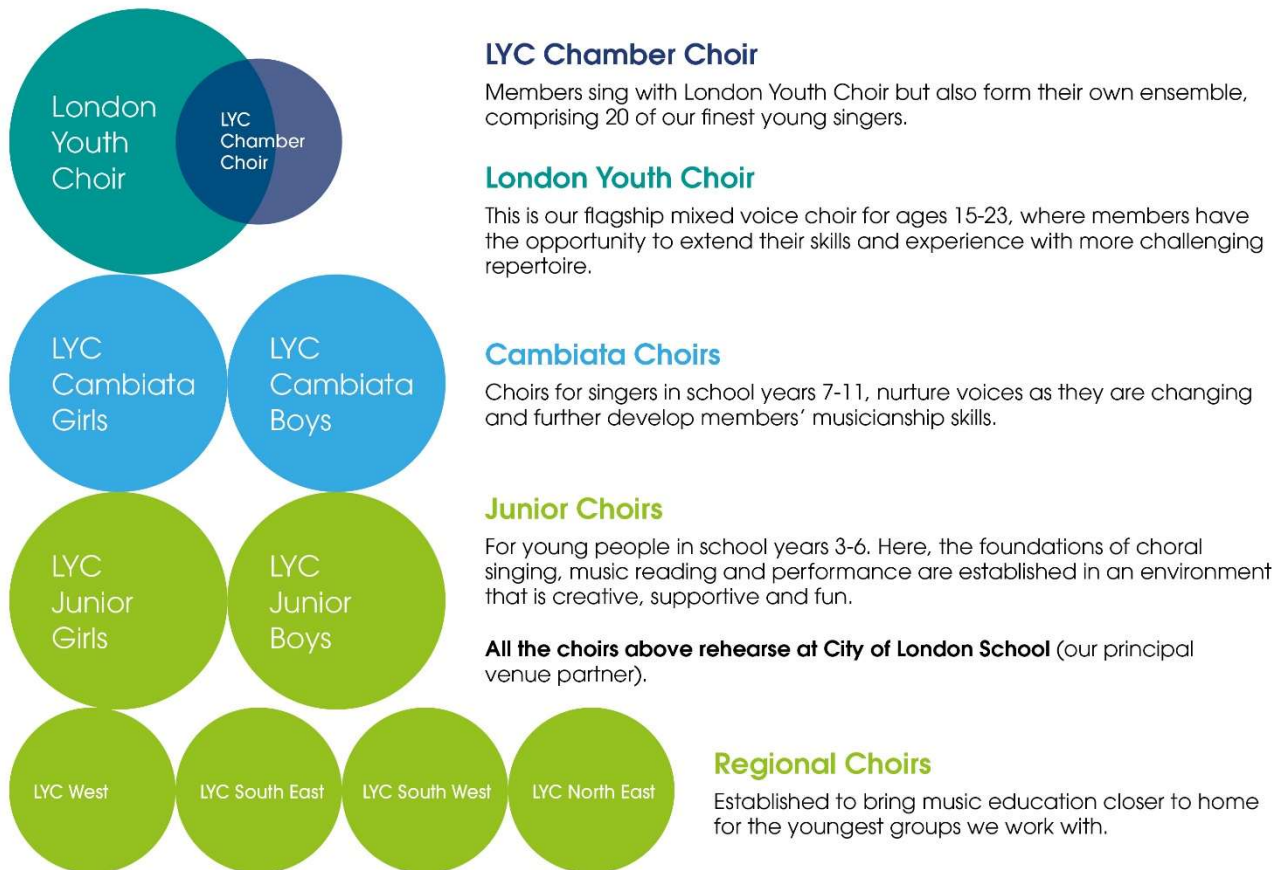
- a sense of self-confidence and a feeling of fun and general well-being.
- the opportunity to raise aspirations as they get to know other talented children.
- opportunities to experience high-level performance opportunities across London.

Most recently, LYC choirs have performed for the Royal Family at the Commonwealth Service at Westminster Abbey, sung Cecilia McDowall's *Everyday Wonders: The Girl from Aleppo* at Cadogan Hall, broadcast widely on radio and television, performed the *Damnation of Faust* with the London Philharmonic Orchestra and recorded for the BBC's *Children in Need* broadcast. LYC choirs also appeared at the Platinum Party at Buckingham Palace as part of the Jubilee Celebrations and in December, the Royal Variety Show at the Royal Albert Hall with Sir Andrew Lloyd Webber. Just last month, we returned to the Royal Albert Hall for a spectacular concert to celebrate our 10<sup>th</sup> Anniversary, involving all 10 LYC choirs and over 1,000 young people from our engagement programme, LYC Experience.

Our citywide vision has always promised to deliver two things: musical excellence and social change. We work to remove barriers to access to ensure that everyone can take part in music making, subsidising all fees, offering free places to those who need it, and ensuring a high level of pastoral support for members.

## Our Choirs

Over the last 10 years, we've grown from five to 10 choirs, which meet weekly in the city, growing our membership from 200 to 420.



Most recently, we have established four regional junior choirs (for young people aged 7-11 years) in areas of deprivation in London, including LYC South East in South Bermondsey (2020), LYC West in Ealing (2021), LYC South West in Streatham (2022) and LYC North East in Tottenham (2022). These choirs have already brought music education closer to home for hundreds of young people, with further impacts through our engagement activities in these areas, including workshops, family Come and Sing days, and singing assemblies in schools.



## LYC Experience

While making sure that free places are available for all who need them is a vital part of our work to ensure LYC's accessibility, we are also active in our outreach to schools and communities in disadvantaged areas of London. The expansion of LYC Experience, our engagement programme of workshops, training and performance opportunities for schools, is key to widening access to the choirs, and making sure we are engaging the young Londoners who could benefit most from our work.

Our most recent project worked with 14 schools around the capital, culminating in a mass choir event featuring over 1,500 young people - around 1,100 LYC Experience singing with our 10 London Youth Choirs at the Royal Albert Hall on Tuesday 9 May.

Continuing to expand our LYC Experience work is a major focus for us moving forward, contributing to our three strands for the next 10 years, Accessibility, Belonging and Choral Excellence.

## Our Team

Inspirational leadership is one of the most important things we can offer our young singers: LYC is underpinned by an exceptional team of staff, each of whom bring the highest levels of professionalism, commitment, and fun to the work that we do.

Led by Executive Director, Nina Camilleri, LYC is managed by a dedicated team of twelve full and part-time staff working across pastoral care, membership and EDI, operations, access and engagement, development and fundraising, finance, and marketing and communications, based at our office in Shoreditch.

Artistic Director, Rachel Staunton, leads our fantastic Music Team of choral conductors and leaders who have many years' experience of drawing the very best from young people. They encourage, nurture and challenge LYC members, giving them a fantastically engaging and enlightening musical experience.

LYC's Board of Trustees is led by Chair Dame Deirdre Hutton. The trustee board provide wide-ranging support for the organisation, proactively opening channels to new funders, ensuring good governance and helping to create an even richer experience for our members.

For more information about the senior leadership team and trustee board see our website:

<https://www.londonyouthchoirs.com /lyc-team/management-team/>



# Unlocking young people's potential through the power of choral singing

## WE ARE CELEBRATING 10 YEARS OF IMPACT

When the Olympic Games came to London in 2012, LYC founders Rachel Staunton and Suzi Digby OBE saw the remarkable galvanising effect sport was having on young people of every background. Inspired by this, they created a musical model that would bring together young people from across London and unite them in the shared endeavour and passion of singing.

LYC is now celebrating a decade of impactful projects and initiatives, having worked with over 1,000 young people as members of LYC, and nearly 6,000 through specialised singing projects and workshops. However, in many ways we feel we are only just getting started and look forward to our next 10 years providing life-enhancing musical experiences and removing barriers to participation in the arts.

Our team's sense of drive and ambition is unfaltering. With our recent growth comes the need to consider the best strategy to engage, nurture and encourage a wide range of young people across London. We are committed to doubling down on our founding commitments to unlock young people's potential through the power of choral singing, and to be a singing home for all young Londoners.

Against this backdrop of optimism and clear ambition for the future the board is seeking to recruit at least two Trustees. Our new members will have a background in music making, education and/or performance, so will be able to support the development of our on-going music and creative strategy. We are also seeking an experienced finance professional, to give financial guidance, scrutiny, and support to the charity.

# The Role

## PURPOSE OF POST

The Trustee Board's key responsibilities relate to governance, strategic direction, advocacy and sustainability, ensuring that LYC complies with its governing document, charity law, company law and other relevant regulations. Being a member of the LYC Board is an opportunity to help to shape a dynamic and ambitious organisation operating at the heart of the capital's music making activity for young people.

The key responsibilities are:

### Governance

- To work with the Chair, other trustees and the Senior Management Team to set the vision, values, mission, and strategy;
- To ensure all decisions made are guided by a clear, shared understanding of LYC's mission, vision, priorities, culture and values;
- To safeguard the reputation and values of LYC;
- To ensure the financial stability and sustainability of LYC;
- Ensure LYC maintains high standards of corporate governance at all times;
- Approve and scrutinise the annual budget and make material business decisions;
- Ensure that the Senior Management Team and its procedures are effective and appropriate; oversee the management of finances, risk, health & safety and arrangements to comply with all relevant legal and other stakeholder requirements

### Leadership & Advocacy

- Provide leadership to LYC and the Board, and support the Senior Management Team to deliver the vision and priorities of the organisation;
- Advocate, network for, and champion LYC, its vision, values and commitment musical excellence and inclusivity and widening access;
- Contribute to LYC's understanding of relevant local and national strategies, wider policy development, legislation, and societal changes, identifying challenges and opportunities;
- Act as an ambassador for the organisation and as a spokesperson where appropriate; and
- Support relationships with funders, donors and key influencers.

### Fundraising

- Where appropriate, collaborate with the Chair and Senior Management Team in helping to generate revenue through income and development; and

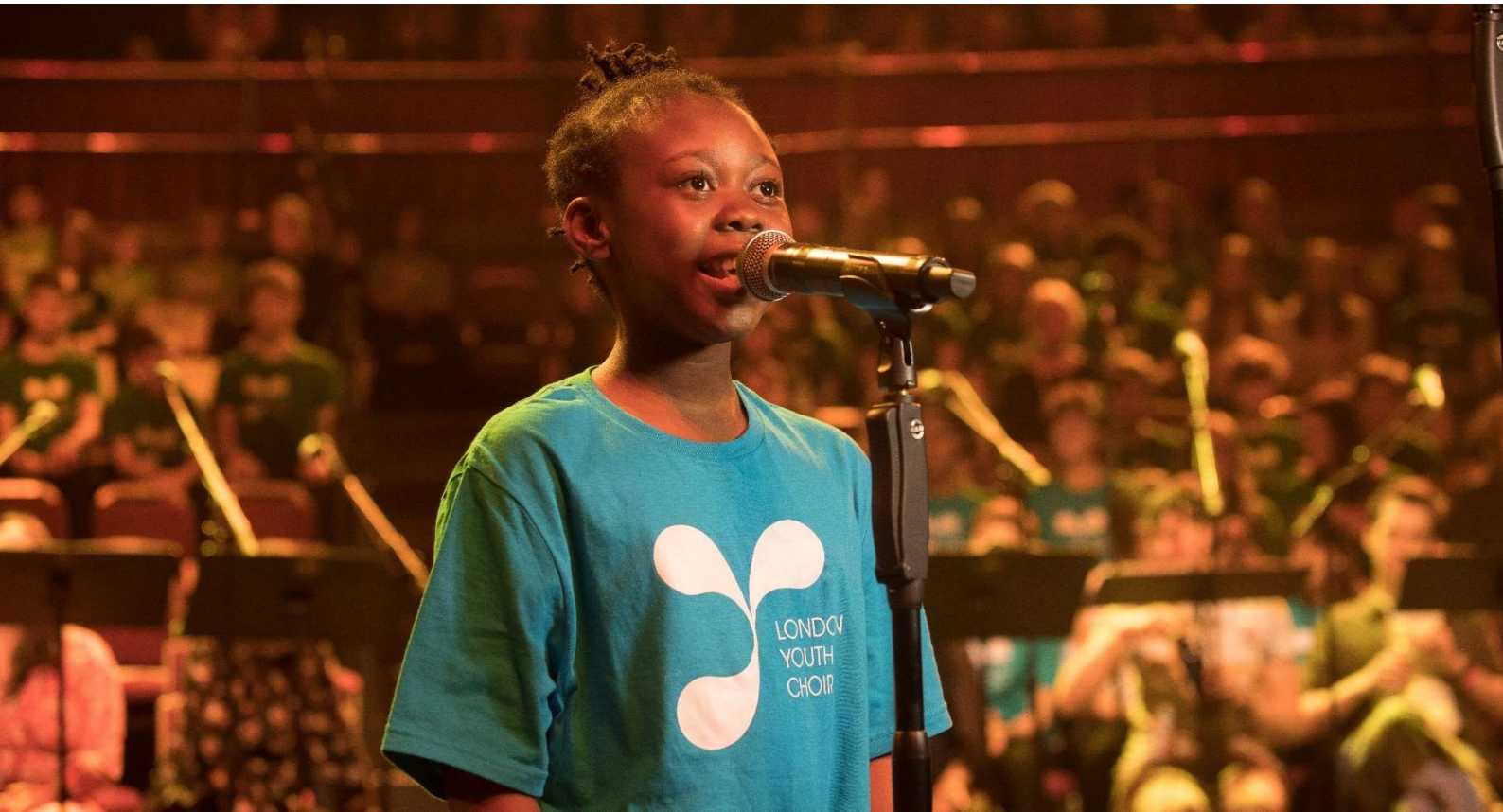


- Assist in identifying and stewarding major individual donors, corporate and foundation gifts and commercial partnerships.

### Strategy

- Work with Senior Management Team, so that strategy, business planning and priorities are developed and agreed by the Trustee Board and communicated to and understood by the organisation and its stakeholders; and
- Provide leadership to the organisation as it develops its strategy, and particularly as we shape our priorities for the next 10 years.





## Person specification

LYC is interested in hearing from people from all backgrounds and with various levels of experience to ensure that the Board is enriched through diversity. We will appoint at least two trustees.

**In particular, we are specifically looking to appoint new members who have a background in music making, education and/or performance, so will be able to support the development of our ongoing music and creative strategy working closely with our Artistic Director.**

**We are also seeking an experienced finance professional, to give financial guidance, scrutiny, and support to the charity, working closely with our Finance Director and Executive Director.**

The successful candidates will be dynamic and communicative leaders, capable of winning trust, and must bring a strong and visible passion for music excellence, in addition to a commitment to LYC's values and culture of inclusivity and widening access. They will play a critical role in developing LYC's future, providing constructive challenge and support to the Executive Team in determining key strategic objectives. Candidates will be senior leaders and therefore able to contribute at Board level with confidence and credibility.

Ideally, people should have:

- Experience in and understanding of strategic planning and resource management;
- Experience of organisational governance;
- The ability to analyse and review complex issues and weigh up conflicting opinions;
- Financial acumen;

- Excellent communication skills, and;
- The highest standards of integrity and honesty.

LYC recognises the benefit of a diverse Trustee Board which represents our young people and the community we serve. We want to address under representation and encourage applicants from under-represented groups, particularly, but not exclusively, on grounds of ethnicity and disability. We welcome discussions about specific requirements or adjustments to enable participation and engagement in our work and activities.

## Terms of appointment

Trustees are appointed on an initial term of four years and the roles are unremunerated.

The time commitment is c. 1 day a month.

The Board meets once a quarter and there is an annual strategy afternoon. Trustees are asked to support one of the committees with a quarterly meeting, and to attend concerts as required.

Committees: Audit and Finance, Development, and any future committee that are felt to be appropriate.

## We are here to help

We hope that you find this application pack helpful and clear. If you have any questions about the role which aren't answered here, or if there's anything which you'd like to understand a little better, please email LYC Executive Director, Nina Camilleri before making your application and you will receive a reply within three working days.

[nina.camilleri@londonyouthchoirs.com](mailto:nina.camilleri@londonyouthchoirs.com)

# How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to LYC on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **HBJNA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Wednesday 5 July 2023**.

# Saxton Bampfylde

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