

The background of the entire page is a photograph of four young men, likely members of a youth choir. They are all wearing bright blue t-shirts that feature the white 'Y' logo and the text 'LONDON YOUTH CHOIRS'. The man on the far left is smiling at the camera. The man next to him is looking slightly off-camera with a gentle smile. The man in the center is looking directly at the camera with a neutral expression. The man on the far right has his arms crossed and is looking off to the side. The background is dark and out of focus, suggesting an indoor setting with wood paneling.

London Youth Choirs
Raising Voices | Shaping Lives
Trustee Recruitment Pack 2026

Welcome to London Youth Choirs!



I am **Nina Camilleri** and have the privilege of leading London Youth Choirs (LYC) as **Chief Executive Officer**. Together with our Artistic Director, Rachel Staunton, I am delighted to introduce you to LYC and to invite you to consider joining us at an exciting moment in our development.

LYC is dedicated to raising voices and shaping lives. Through our citywide community of choirs and free school programmes, we provide a musical pathway for young singers from ages 7 to 23. Here, they can find their voice, develop their musical ambitions, and experience the joy, connection, and opportunities that singing can bring.

Our singers take on the challenge of a rich classical repertoire while also exploring diverse contemporary styles. We have worked with some of London's finest orchestras, choirs, and artists, yet our approach remains intentionally inclusive. We have a particular commitment to improving access for disadvantaged young people, nurturing their development through LYC's choirs, enabling them to thrive through music, and ultimately changing who appears on the concert stage.

Since 2012, more than 15,000 young people have participated in our choirs, schools, and community projects. With the support of our funders and donors, LYC subsidises 98% of places and provides completely free places to 25% of members, including free concert uniforms and travel passes. Today, 29% of our singers are of global majority heritage and 10% of our young singers are neurodiverse.

In 2026/27, LYC's turnover is set to exceed £1million, with around 75% derived from voluntary income and the remainder from membership fees and event income. Most of this funding is channelled directly into making singing as accessible as possible, ensuring that financial circumstance is not a barrier to participation.

In May 2025, we launched LYC Voices, a commercial trading arm that creates professional performance opportunities for current members while supporting the organisation's sustainability. LYC Voices has already contributed to projects including the *Wallace & Gromit: Vengeance Most Fowl* soundtrack and the film *Bridget Jones: Mad About the Boy*, with singers performing at major events and recording sessions across London.

We have been on an incredible adventure over the last 13 years. As we look ahead to our next stage of growth, LYC is seeking two or three committed and talented individuals to join our Board of Trustees. We would be delighted if you would consider joining us for the next chapter of LYC's development.





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1.What we do

LYC Choirs

LYC has four interconnecting areas of work. At the heart of LYC are 10 choirs creating a musical pathway for young people aged 7-23. They meet weekly in term time and perform regularly throughout the year, learning from the best musicians in a safe and welcoming space. Our singers develop musicianship skills, build confidence, resilience, team working and leadership skills as well as making diverse and lasting friendships.

LYC Schools & Communities

Access to music education is at an all time low. We aim to change that, bringing the joy of singing with others to thousands of young people in schools and communities across London. Collaborating with some of the capital's finest orchestras and choirs, we ensure that every young singer can share in this joy and the sense of connection that singing together brings.

LYC Voices

We provide a diverse pool of vocal talent to the UK's film, commercial, recording, gaming and large event industry. These provide a showcase for our talent as well as giving our singers opportunities and experiences they will never forget. The aim of LYC Voices is to change who is on the stage, making the world of professional singing fully accessible to all.

LYC Supporters

LYC is a charity and relies on voluntary income for 75% of its funding. Our growing supporter base, from individuals to companies, is a vital and valued part of our community. We work to ensure that LYC truly embraces equitable access by subsidising 98% of places in our choirs and offering all Schools & Communities programmes completely free of charge.



2. Our values: Together we are....

Musically ambitious

Our singers develop musicianship skills, learning from the very best musicians. The breadth and cultural range of our repertoire is extraordinarily ambitious - from classical to contemporary. We collaborate with the very best- from the capital's leading orchestras, to film makers and broadcasters. We challenge ourselves to aim high in all that we do – in the music we make onstage and in the way we welcome challenge and opportunity.

Intentionally Inclusive

We prioritise supporting young people who face social or economic barriers. We offer financial support to those who need it to participate. We create a safe and welcoming space for everyone. We support the physical and mental wellbeing of each other.

Change making

We aim to change who is on stage- achieving greater representation of all minority groups. The skills, opportunities and experiences we share help shape the lives and futures of thousands of young singers in London.

Nurturing

We cultivate musical talent. We provide a pathway to musical excellence from 7-23. We develop confidence, leadership and teamworking. Our safeguarding procedures are world class. We create a welcoming and supportive environment in which friendships and resilience are built.

Joyful

We make music to be proud of. We celebrate the richness and breadth of culture and music. We have fun and we share our love of music.



3. Can you be our next Trustee?

LYC is seeking committed and talented individuals to join our Board of Trustees at an exciting moment in our development.

We are looking to appoint:

- A new **Chair of the Finance & Risk Management Committee** - an experienced finance professional who can lead the Committee and play a key role in guiding LYC's financial strategy.
- One or two **additional Trustees** who bring strengths in **fundraising, equity, diversity and inclusion, or choral sector expertise**.

We warmly welcome applications from individuals who share our commitment to young people, who enjoy working collaboratively, and who want to help shape the future of choral singing across London.



4. Who we are seeking?

Chair of the Finance & Risk Management Committee

We are looking for an experienced finance professional to take on the pivotal role of Chair of the Finance & Risk Management Committee. This is a key leadership position, helping to shape LYC's financial future and ensuring the organisation continues to thrive for the young people we serve.

As a Trustee and Chair of this Committee, you will play a central part in safeguarding LYC's financial health, strengthening strategic resilience, and supporting organisational progress in a principled and practical way. Working closely with the Executive Team, you will ensure that our financial decision-making is sound, transparent, and aligned with our mission.

Key responsibilities and impact:

- Provide **strategic financial leadership**, advising the Board on budgeting, investments, and long-term planning.
- Oversee **robust governance and internal controls**, ensuring compliance with legal, regulatory, and ethical standards.
- Work collaboratively with the senior team to **align financial strategy with LYC's mission and growth plans**.
- Champion a **risk-aware culture**, identifying and mitigating financial, operational, and reputational risks.
- Support major strategic initiatives, including the **growth of LYC Voices**, expansion of **Schools & Communities programmes**, and long-term fundraising and income diversification.
- Translate complex financial information into **clear, actionable insights** for the Board to support informed decision-making.
- Promote confidence among stakeholders, including **funders, auditors, and regulators**, demonstrating transparency and accountability.

Additional Trustees

We are seeking one or two additional Trustees who can bring **expertise, experience, and a passion for LYC's mission, particularly in the following areas:**

- **Fundraising** - an understanding of the fundraising landscape, particularly within London networks, with the ability to strengthen relationships, open doors, and support LYC's long-term sustainability.
- **Equity, Diversity & Inclusion (EDI)** - experience embedding inclusive practice, shaping strategy through an EDI lens, and championing equitable access to musical opportunities for young people.
- **Specialist Choral Sector Knowledge** - expertise in choral leadership, music education, performance, or youth choirs, helping to support LYC's artistic development and ensure programmes continue to inspire.

As a Trustee, you will **work alongside fellow Trustees and the Executive Team, sharing your insight and experience in Board discussions**. You will help champion LYC and support the organisation as it continues to grow.



5. The Current Board



I am **Dame Deirdre Hutton** and I have the pleasure of serving as **Chair of LYC**.

Our current Board is made up of 7 non-executive Trustees who are chosen for their expertise, skills and experience.

We are all completely committed to the mission and success of LYC and everything it does to encourage singing and musicianship for young people across London, particularly seeking to create choirs and singing opportunities which reflect our passion for diversity and inclusion.

There has been a huge amount of change in the last few years: the number of young people engaged in LYC has grown; the staff team has expanded to match; we have created LYC Voices; and created new and deeper partnerships with other well known music organisations.

Now, we need some new Trustees and are looking for people who can help and encourage all aspects of our growth, as well as support and challenge our staff and freelance team.

Like all charities, raising and overseeing finance is a very important part of the trustee role and one of the trustees we are seeking to appoint should have expertise in the area of finance and risk. But we are also looking for individuals who have expertise in music, especially choral music, diversity and inclusion and fund raising. But more than anything, we would like to find individuals who are enthusiastic about what we do and who are completely committed to maximising the benefits that come to our young people through singing.

It is a hugely enjoyable and rewarding charity to be part of and one of the benefits of being a trustee is the ability to attend our concerts and be ambassadors for LYC, helping to enhance our reputation and raise funds. For our part, we will ensure that all new Trustees, no matter what their background or level of experience, are fully inducted into the Board and supported in their governance role.



6. Safeguarding, Equality and Diversity



I am **Alison Bastable**, and I am proud to lead **Safeguarding & Pastoral Care** at LYC.

At LYC safeguarding and the wellbeing of children and young people is the most important thing we do. We also believe that safeguarding extends to our staff and the organisation as a whole.

To support this principle we ensure that our suite of policies and procedures are robust and in line with statutory legislation and guidance.

Our key policies can be read on the LYC website, [here](#). Successful applicants will be required to undergo a safeguarding interview with me, as well as provide two referees who can support your suitability to be involved in a young persons organisation.

A DBS check will be undertaken and LYC will undertake any further relevant checks such as establishing reasons for gaps in employment and time spent abroad. We also ask new applicants to complete a Self Disclosure Form.

All new trustees are required to carry out online NSPCC safeguarding training. A full explanation of our safeguarding recruitment measures can be found in our Safer Recruitment Policy, [here](#).

If you share our commitment to ensuring young people thrive in a safe and respectful community we would love to hear from you and I would welcome the opportunity to discuss my role and our protective measures with you.

At LYC, it is our core belief that opportunities to work and develop should be open to all. We have processes in place to ensure that all job applications are assessed fairly, regardless of age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sex, sexual orientation or any other protected characteristics.

We want a more equal, inclusive and representative choral and cultural sector. We particularly encourage applications from disabled people and people from Black, Asian and global majority backgrounds, as these groups are currently underrepresented in our organisation.

7. Time commitment, remuneration and how to apply

Time Commitment

- The overall time commitment for these roles is at least 7-10 days each year.
- Quarterly Board meetings (2.5 hours each)
- For Finance chair, Quarterly Finance & Risk Management Committee meetings (1.5 hours each)
- Bi-monthly catch-ups with LYC's Directors
- Attendance at some performances and events to gain a rounded understanding of LYC's work
- Participation in networking and fundraising activities as appropriate

Remuneration

The role of Trustee is voluntary and unpaid; however, reasonable travel and out-of-pocket expenses will be reimbursed in accordance with our expenses policy.

How to apply

Saxton Bampfylde Ltd is acting as partner and advisor to LYC on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **HBJNB**.

Click on the 'apply now' 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 Monday 23 February 2026

Please complete as part of the application process. GDPR personal data notice According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

8. Key Personnel

Nina Camilleri - Chief Executive Officer

Rachel Staunton - Artistic Director

James Prescott-Martin - Finance Director

Alison Bastable - Head of Safeguarding & Pastoral Care

Trustees

DAME DEIRDRE HUTTON DBE, Chair

Trevor Ford

Sir Andrew Haines

Michael Llewelyn-Jones

Kate Ludlow

Lucy Noble

Duncan Watts

George Wills

Patrons

Professor Jonathan Freeman Attwood CBE

Suzi Digby OBE

Gareth Malone OBE

Sir Andrew Parmley

Dame Janet Ritterman

Patrick Russill

Sir John Rutter

Corporate Supporters

Advent

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Clayton Hotels

The Gate



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