Trainee Trustee Scheme 2027



Spitalfields music

Spitalfields Music is a learning organisation, with a strong commitment to creating opportunities for people otherwise under-represented in the music sector. This extends into governance, where we offer up to five opportunities to shadow our board of trustees each year, so that Spitalfields Music and the wider arts sector can benefit from more diverse perspectives and experiences. (If you'd like to know more about what it means to be a trustee, have a look at www.ncvo.org.uk/help-and-guidance/governance/what-is-governance/trustees-and-their-roles/ for a great overview).

- The programme will encompass four elements:
- A paid-for place on an online 'Trustee Leadership' course
- Observer status at the four Spitalfields Music board meetings held between January & December 2027
- A board 'buddy', in the form of an existing trustee, to help explain and navigate the responsibilities of directors of the charity
- Pre- and post-board meetings (online) with Spitalfields Music senior leaders so that those on the programme understand fully the agenda, papers and implications and impact of decisions made by trustees

Trainee trustees will be encouraged to participate fully in board meetings as they bring new perspectives and lived experiences. However, they will not be full trustees with legal or financial responsibilities during their 'traineeship', nor will they have a vote at AGMs or at other points.

This will be the fifth time Spitalfields Music has run the scheme. In the first four years of the scheme, we have worked with nineteen individuals from under-represented backgrounds. Several former Trainee Trustees have since taken up full trusteeships across the sector, including one joining the Spitalfields Music board.

This initiative is primarily available to:

- People of the Global Majority
- D/deaf, disabled and neuro-divergent people *
- People aged under 35

* We will help with the travel expenses for those based outside of London, and the costs of BSL interpreter/ caption facility/ access support worker, as required.

We have highlighted these groups in particular as they are under-represented amongst our trustee body at present. People who do not fall into one of the above categories are welcome to apply but are unlikely to be selected for interview.

What you will gain from the scheme

- Formal and informal training on charity governance and what it is to be a trustee
- Access to a professional network of trustees and prospective trustees
- Meaningful opportunities to influence the organisation's strategic direction through participation in board meetings
- Access to informal mentoring with senior leaders and trustees

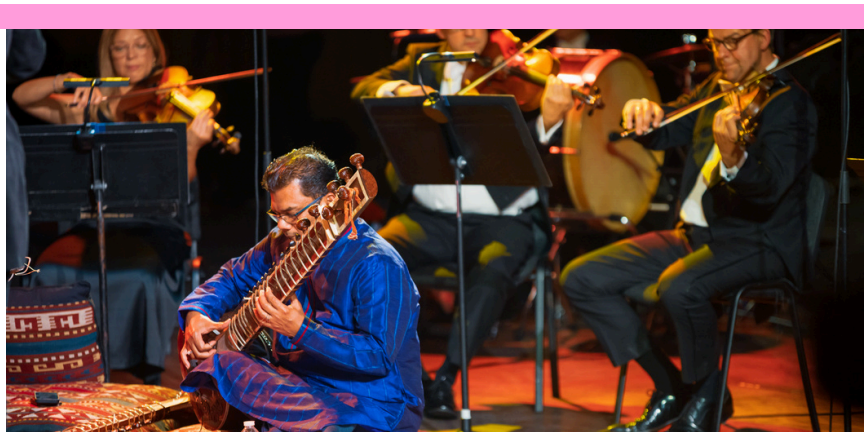
What we are seeking

We are seeking proactive people who are interested in becoming a trustee but currently lack experience or knowledge of what is entailed. We will recruit on passion for the arts, commitment to becoming a trustee in the future, and awareness of the skills that you could bring to Spitalfields Music over the next year. We would ask that you make yourself available for all four board meetings over the course of the scheme, which are TBC, but generally take place in January, April, July and October, and last 90 minutes, 6pm-7:30pm.

We may also invite Trainee Trustees to join our annual board awayday, which generally takes place in November.

> "It was one of the only schemes that I came across that supports the development of trustees in the arts sector and is led by the needs of the participants. It is a shining example of how small organisations can play a part in creating wider sector change and I hope it continues to develop for many years to come!"
> **- Former Trainee Trustee**







About us

We are **Spitalfields Music**

We **foster passion** for music through our education projects in schools and community settings in Tower Hamlets.

We **nurture diverse talent** by commissioning emerging composers and musicians and offering professional development programmes that propel them to success.

We **cultivate outstanding leadership**, through our first-of-their-kind Trainee Music Leader scheme and Trainee Trustee scheme.

We **stage innovative performances** in remarkable, accessible spaces around East London during our Spitalfields Music Festival.

The Spitalfields Music Board of Trustees

Our current board is comprised of:

Nick Addyman (Chair)	Holly Holt
Sally Alexander MBE	Naomi Lewis
Dr Steven Berryman	Richard Milnes (Chair of Finance & Legal)
Susie Blankfield	Andrew Peck
Tim Davy (Chair of Programming Committee)	Louise Williams (Deputy Chair)
Natalie Farrow	Ellie Wilson
Melanie Fryer (Chair of Environmental, Social and Governance Committee)	Jonathan Bowen

Trustees are directors who serve the charity on a voluntary basis. They are legally responsible for the organisation. Trustees are elected for a three-year term, which can be renewed for a further three years through a majority vote by other trustees. In exceptional circumstances, a 75% majority of trustees present can vote a fellow trustee for a final three-year term, taking the maximum length of tenure to a total of nine years. Most trustees serve a six-year term.

Trustees meet formally four times per year for board meetings and can be asked to sit on other standing committees - such as the Finance & Legal Committee and the Environmental, Social & Governance Committee - as well as other time-limited task groups.

> "I just want to thank you for running this scheme. I couldn't find any other organisation which offered something similar"
> **- Former Trainee Trustee**






Interested? Apply now!

We want to make this process as inclusive as possible. Applications can be made in writing, by video, or by audio file. Please keep written submissions to max. two pages of A4, and video/audio to c. 3 minutes. We're not judging your editing skills; a simple recording on a phone is fine!

Please tell us why you want to be a Trainee Trustee, what your interest is in Spitalfields Music and the wider arts sector, and what you feel you would gain from being part of the scheme. Please email this to recruitment@spitalfieldsmusic.org.uk , headed 'Trainee Trustee Scheme', alongside the Equal Opportunities Monitoring form. This form will not be disclosed to anyone involved in assessing your application.

Applications will close on Monday 23rd November at 9am.

Interviews will be held on Zoom in the week commencing 30th November

Successful applicants will attend an online Trustee Leadership programme with a focus on arts, culture and heritage, which will take place over two half days: 6th and 13th January 2027, from 10am until 1pm. The first board meeting will take place on in January in Central London from 6pm-7:30pm. Future board meetings will be confirmed in due course; they are likely to take place in April; July and October.

Any questions?

If there is anything that we haven't answered here, please email our General Manager, Clare Taylor, at clare.taylor@spitalfieldsmusic.org.uk with the heading of 'Trainee Trustee Scheme'.

Good luck, and we look forward to meeting you.