



Music
for ALL
MAKING MUSIC CHANGES LIVES

Trustee Recruitment Pack



Overview

Job Role: Trustees

Organisation: Music for All

Location: Remote with approx two in-person meetings held in London per year

Employment Type: Voluntary board position

Salary: Unremunerated, but reasonable expenses reimbursed

Closing Date: 9am, Monday 31st of August 2026. Interviews taking place remotely in w/c 14th of September.

The role

As Music for All celebrates its 30th birthday, we are entering an exciting and pivotal new chapter. Five years ago, we became an independent charity and, since then, have grown our impact fourfold. Now, with an ambitious 2030 Vision, we are determined to accelerate our impact further in response to growing need and to help ensure that everyone has the opportunity to experience the life-changing benefits of music making.

To help us deliver on this vision, we are recruiting new trustees to join our Board in autumn 2026. As a trustee, you will provide strategic leadership, governance and direction, helping to shape the charity's future and maximise our impact over the next decade. This includes:

- taking overall legal responsibility with other trustees for the charity's work
- setting the strategic direction of the organisation, overseeing the management of activity, determining policy and approving resource allocations
- acting in the best interests of the charity, ensuring its work is carried out effectively and monitoring its performance against agreed objectives
- supporting staff, trustees and other volunteers in their work
- being active in decision-making about all Music for All matters
- keeping up to date on legislation and charity activity relevant to your role

Who we are looking for

We are looking for trustees with an interest in, and a passion for creativity and the arts, and for the core purpose of Music for All. We are looking for people who can bring a mix of skills, networks and experiences, together with the enthusiasm and capacity to work with other trustees and the office team. In addition, expert knowledge is sought to support the strategic direction of the charity in its next phase of growth.

We are seeking new trustees with skills and experience in:

- **Brand and Marketing** - Provide strategic oversight of the charity's brand, marketing and communications to strengthen awareness, engagement and reputation. Advise on brand positioning, audience development and marketing strategy, helping Music for All communicate its impact effectively, grow partnerships and reach more people
- **Corporate and Fundraising** - helping the board to identify corporate sponsorship and fundraising opportunities and sharpen the focus of Music for All's developmental growth, as well as supporting the realisation of key fundraising opportunities.
- **Music Education** - Provide insight into music education, lifelong learning and inclusive participation to help shape the charity's programmes and impact. Advise on educational trends, barriers to access and best practice, ensuring Music for All's initiatives enable more people of all ages and backgrounds to experience the educational, social and wellbeing benefits of making music.

First time trustees with relevant skills and commitment will be welcomed and full trustee training can be given as required. Music for All strives to maintain diversity in its award recipients, staff, volunteers and on the Board.

Trustees currently serve for a minimum of three years and terms may be renewed up to a maximum of nine years. The board usually meets four times a year, including the Annual General Meeting in November/December, plus once a year in person for an away-day. In addition, each trustee normally has membership of at least one sub-committee (Finance & Risk, Income, Awards), meeting quarterly. Board meetings currently take place remotely and most are scheduled in the evenings to allow for maximum attendance.

Should you have any additional questions about the trustee roles available, email jobs@musicforall.org.uk

The Essential Trustee charity commission information can be found [here](#) outlining the roles of a trustee.

Why make music?

The extraordinary benefits of making music go far beyond pleasure and creative endeavour, they include:

- sharpening the brain's early encoding of sound, enhancing listening and aural processing skills to contribute to the development of literacy skills
- having a positive impact on IQ scores
- building transferable skills such as sustained attention, goal-directed behaviour and cognitive flexibility
- enhancing self-efficacy and self-esteem
- encouraging empathy, emotional sensitivity and tolerance
- reducing stress and anxiety, aiding recovery and enhancing psychological well-being

Deeper impact for more people

To ensure we continually meet our vision the following specific strategic aims are detailed in our business plan:

- to create more impact through our work by improving the lives of a greater number of people
- to measure our impact more effectively, providing further information to our donors and informing future strategy
- to identify and prioritise current and specific needs to focus our awards approach and create maximum impact
- to grow our skills and office team capacity to support the charity
- to develop our advocacy voice by encouraging others to improve people's lives through music making

These aims have resulted in the charity adopting the following business objectives over the next five years:

- achieve an annual income of £1m by 2030/31 and continue build a strong sustainable instrument donation supply
- develop a deeper evaluation approach through Music for All's Theory of Change project

To progress these objectives we will be developing:

- new partnerships to support project work, fundraising, instrument donations and our advocacy campaign
- an evaluation method that accurately measures the impact of our awards on recipients, their families and the wider community
- campaigning to promote the many and extensive benefits of making music and commit Music for All intends to its ambitions
- an operational plan that uses specific skills to enhance our ability to meet our objectives

Our values

Inclusivity – we uphold inclusivity, diversity and equity in all aspects of our work

Empathy – we understand and respond to different needs, always with compassion

Impact – we are focused on delivering maximum impact and value for money

Integrity – we are honest, fair, ethical, consistent and responsible

Creativity – we are imaginative, enterprising, collaborative and innovative

Sustainability – we protect our natural environment, human and ecological health

ESG statement

Environmental – Music for All will always carefully manage environmental impact through meticulous management of resources and efficient working practices. The office team continues to work remotely and there are currently no plans to return to office-based working. We constantly review our purchasing policies to ensure the charity is taking environmentally friendly decisions in our day-to-day operations.

Social – Music for All is very aware of its social responsibilities. Our awards process is fair and transparent. We understand the impact each award can have on recipients' lives and the charity acts with empathy towards those in sometimes very difficult and stressful circumstances.

Our commitment to equality, diversity and inclusion has been demonstrated through recruitment practices for the office team, freelance staff, trustees and ambassadors, and through our awards programme.

Governance – the recruitment of new trustees and a General Manager in 2022 has greatly improved the charity's ability to manage governance. With three sub-committees in operation and greater attention being paid to processes and procedure, there is a tighter approach to transparency and accountability.

Our vision

Music for All changes lives across the UK by enabling access to music making. We are passionate, focused and ambitious, and dedicated to ensuring everyone has the opportunity to experience the joys and far-reaching benefits of making music.

Our work includes

- providing free opportunities to learn to play
- donating instruments
- awarding cash grants to community-based groups and disadvantaged individuals
- advocating for the benefits of music-making

Through this work we can increase the number of people who experience the unique ability of music-making to spread joy, improve health and well-being and support educational attainment. Take a look at our [2024/25 Annual Report](#) to find out more about our work and impact.

Our charitable purpose is to advance education, arts and culture for the public benefit, with particular reference to making music in all its forms, and to assist those disadvantaged by youth, age, ill-health, disability, financial hardship or another reason.

The charity has recently developed a 2030 Vision and Business Plan which outline Music for All's approach and long-term ambitions.

Our purpose – to enable better health, wellbeing and education across the UK through music making

Our mission – to enable and inspire everyone, regardless of circumstances, to discover the mental, social and physical benefits of making music

Our vision – equality of opportunity for all to appreciate and experience the joy, wide ranging and unique benefits of making music.

Office team

The charity is fortunate to be supported by a hardworking and conscientious office team. General Manager (Sonali Banerjee) works closely with the Board overseeing strategic as well as operational priorities, allowing other team members, Ross Morris (Charity Administrator), Anna Thomas (Grants Officer), and Wallis Leahy (Projects Coordinator) to focus on their specific responsibilities and establishing a much more rigorous infrastructure for operations.

Throughout the year, the charity has worked hard to promote its values and ensure they are an integral part of our operations. Their inclusion in our website and constant repetition in proposals is evidence of this approach and our commitment to our ESG responsibilities.

Music for All's internal dynamic is shaped by the three subcommittees that have been in place for the last two years. Existing trustees support the operations of the charity through these subcommittees and play a vital role in decision making. New trustees will be required and expected to sit on select subcommittees that are relevant to their experience and skills. Our current subcommittee consist of:

- **Awards Subcommittee** - This group manages our awards programme including instrument donations and cash grants. With at least 4 award sessions per year the group is supported by the office team, who manage the awards programme and the allocation of each award.
- **Income Subcommittee** - This group oversees the delivery of the charity's income plan - a five year plan to increase the charity's income (instrument and cash donations) to £1m by 2030/31.
- **Finance and Risk Subcommittee** - This group oversees the risk profile and financial management of the charity.

Trustees

Tony Followell (Chair)
Graham Ellinor
Metin Epozdemir
Emma Jepson
Ian Cullen
Lynn Ladbrook
Sarah Turnbull
Simon Saunders OBE
Jill Shevlin
Lisa Maria Eberhart
Rodger Morley

Patron

Jools Holland OBE

Ambassadors

Angelica Bell, Kenza Blanka,
Emmanuel J Burton, Jamie
Cullum, Parv Kaur, Al Murray,
Cathy Newman, Chi-chi Nwanoku
OBE, Hannah Rankin, Manvinder
Rattan, Orphy Robinson MBE,
Kate Rusby, Gareth Malone MBE,
Jonathan Harris, Lord Michael
Bichard.



Music for All staff, trustees, ambassadors and beneficiaries outside the House of Lords in April 2026

How to apply

To apply for the role of trustee, you must complete **this application form**. You will also be required to email an anonymised CV to Music for All. Please note it is important to our recruitment process that your CV is anonymised.

If you have any issues with the form or have any questions, please email jobs@musicforall.org.uk