

ALOUD

The Aloud Charity are looking to appoint a new Trustees to its board.

Applications are being sought from individuals with experience in the following area:

- Business development

For this role, we would welcome applications from candidates who care deeply about the arts and their impact on the lives of young people. We're also looking for people who believe in The Aloud Charity's mission, which is to transform lives together through the power of song.

The Aloud Charity positively welcomes and encourages applications from groups of people who are under-represented including the Global Majority, D/deaf, Disabled and Neurodivergent people, Welsh speakers and those with protected characteristics.

Further details about The Aloud Charity, together with a Role Description can be downloaded on our website or by contacting recruitment@thealoudcharity.com

To apply, please send your CV and short covering letter addressed to Dr Ian Rees, Chair no later than **3pm on Friday 12th May 2023**. Please use the email address recruitment@thealoudcharity.com and add Trustee Recruitment to the subject line.

Interviews will be held in June.



Trustee Recruitment April 2023

Role Description

The Aloud Charity is looking to appoint a new trustee to its board with experience of business development and entrepreneurship.

We are looking for someone who has experience of finding new ways of earning income and is creative in their approach to business. The right person will also have knowledge of social return on investment and, preferably, have an understanding of the corporate social responsibility of businesses in Wales and the UK.

For the role, we would welcome applications from candidates who care about the arts and their impact on the lives of young people. We're also looking for people who believe in The Aloud Charity's mission, which is to transform lives together through the power of song.

The Aloud Charity positively welcomes and encourages applications from groups of people who are under-represented including the Global Majority, D/deaf, Disabled and Neurodivergent people, Welsh speakers and those with protected characteristics. The principles of fair and open competition will apply, and appointments will be made on merit.

A little bit about The Aloud Charity

The Aloud Charity is about providing opportunity and aspiration to young people across Wales. It is our aim to encourage the young people of Wales to be ambitious for their future. Through the power of singing together we strive to equip them with the life skills to support them to fulfil their potential. We teach them to aim high and we offer them experiences which help to develop their self-belief and self-confidence, encouraging them to be proud, responsible and respectful contributors to their communities across Wales.

The charity was set up in 2012 and supports a number of regular projects in communities across Wales. We currently deliver activity through 4 main strands – Only Boys Aloud, Only Girls Aloud, Only Kids Aloud, and Academi. You can find out more about our work [here](#)

During our 10th anniversary year in 2022, we recorded our latest album following a successful crowdfunding campaign, as well providing an opportunity for all our choirs to sing together at two gala concerts in at St David's Hall, Cardiff and The Pavilion Theatre, Rhyl.

We strive to secure extraordinary performance opportunities for the young people we work with. From Proms in the Park broadcast live on BBC1 to the UEFA Championship Finals; singing with Bryn Terfel and Alfie Boe to launching a cruise ship; performing for members of the Royal family to singing at the Houses of Parliament, we work with our young people to identify life changing performance opportunities that generate long-lasting memories.

Our commitment to free, no audition activities for Only Boys Aloud and Only Girls Aloud (alongside highly subsidised provision for younger children in Only Kids Aloud and older teenage boys through the Academi) combined with the fact that we have no regular funding for our activity from the public purse, means that every year we have a challenging fundraising target. We are fortunate to have some fantastic supporters and we regularly promote and celebrate the partnerships we have with trusts and individuals. It is this support that enables us to continue to deliver our activity across Wales which changes young lives.

And we know that it changes lives. A recent evaluation produced some amazing statistics including:

- 66% of members felt more self-confident as a result of being in Only Boys Aloud
- 46% said they are better at dealing with pressure as a result of being in Only Boys Aloud
- 53% reported a significant improvement in understanding and accepting others as a result of being in Only Boys Aloud
- Our famous rendition of Calon Lân is the most watched Welsh language video on YouTube, with over 30 million streams.

And for every £1 invested in the charity more than £13 worth of social value is realised in those communities across Wales.

YoungMinds survey in February 2021 assessed the impact Coronavirus has had on young people. It was evidenced that the main pressures during lockdowns was loneliness, isolation and feeling a breakdown in routine. 67% also predict that the pandemic will have a long-term negative impact on their mental health. The work of The Aloud Charity has therefore never felt more important.

One Only Boys Aloud member said: ‘Even if you’ve had a terrible day, you come out of OBA with a fresh happiness. You can say to yourself, “Oh well, I don’t know what happened today, but I’m happy now and I can go to sleep and get the rest of my week done!”’

“Only Boys Aloud has been life changing for me. It has given me a direction in life and has given me the confidence to believe in myself and realise nothing is impossible and there are opportunities out there for every kind of person from all types of backgrounds.”

Trustee Job Description

The Board of Trustees is responsible, with the Chief Executive Officer and senior team, for setting the charity's strategy and overseeing its delivery. The Board makes sure that the charity is resilient and sustainable; has a clear vision and mission; has governance of the highest standard and complies with all legal and regulatory requirements.

The Board is currently made up of eight trustees, including the Chair.

Trustees are expected to be team players, engaged and committed to adding value to the organisation. The new trustee will be someone of high integrity, able to be supportive and constructively challenging. The Aloud Charity is a relatively small charity with big ambitions, and trustees are expected to show a willingness to support the executive team, to attend events and act as ambassadors and advocates for its work.

We expect Trustees to adhere to our core values, which are:

1. Excellence – we will make sure that everyone who accesses our work has positive and professional experiences and opportunities, musically and pastorally.
2. Inclusive – we aim to provide opportunities for all, making sure we create accepting, respectful and safe environments for our work. We will be welcoming and open in all we do, considerate, respectful and, above all, kind to others.
3. Learning – we will recognise that every action we take has an impact on others. We will encourage development and growth in every aspect of our work. We will be responsive to new ideas, nurture positive role models and be a partner in supporting individual and community development.
4. Passion – we will take pride in what we do and the achievements of others, believing that singing has life-changing power

Duties of a Trustee

- To ensure the charity complies with its governing document - sometimes known as a trust deed, constitution, or articles of association.
- To ensure that the charity pursues its objectives as defined in its governing document.
- To ensure the charity applies its resources exclusively to fulfil its objectives.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the charity, setting overall policy, defining goals, setting targets and evaluating performance against these.
- To safeguard the good name and values of the charity.
- To ensure the effective and efficient administration of the charity.
- To ensure the financial stability of the charity.
- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds.
- As the charity employs staff, to appoint the Chief Executive and the Creative Director and monitor their performance.

Time Commitment

Trustees are appointed to the Board for a term of 3 years, with a maximum of two consecutive terms, or 6 years in total.

The Board meets four times a year with some Trustees taking on roles on smaller task and finish groups as required.

The Board meets in Cardiff, but it is possible to connect to the board meetings virtually when attendance in person is not possible.

Trustees should also be enthusiastic about making time to attend rehearsals, concerts and other performances.

Out of pocket expenses for these activities will be reimbursed as appropriate in line with our expenses policy.

How to apply

We welcome applications in English or Welsh. Applicants should send CV and short covering letter addressed to Dr Ian Rees, Chair, The Aloud Charity. The covering letter should outline what you have to offer the board and how being a member of the board would benefit you. Please use the email address recruitment@thealoudcharity.com and add Trustee Recruitment to the subject line.

Deadline for applications	3pm May 12th 2023
Shortlisting of applicants	w/c May 22 nd 2023
Interviews	June 7 th / 13 th 2023
Reference checks	June 15 th – 20 th 2023
Recommendation to the Board	June 22 nd 2023

The Aloud Charity is committed to providing an inclusive, respectful and welcoming environment for all members of staff, volunteers and those it works with. We value all members of the team and potential members of the team as unique individuals, and we welcome the variety of experiences they bring. We do not allow discrimination. We believe everyone should be treated equally regardless of gender identification, race, disability, ethnic or socio-economic background, age, family circumstances, marital status or civil partnership, religion, sexual orientation, gender reassignment, pregnancy and maternity or other irrelevant difference, and are committed to working with diversity in a positive way.

If you would like an informal conversation about the role with either the Chair or Chief Executive, please contact recruitment@thealoudcharity.com

Your application and any associated personal information will be stored and processed in accordance with our Data Policy and destroyed after 6 months. If you are appointed and engaged as a Trustee, the information you submit will be held securely.