



# Trustee (Voluntary role) x 2

## Recruitment Pack

- Closing Date: 11pm on Tuesday 3 February 2026

## 1. About Young Citizens

Founded in 1989, Young Citizens is a national education charity working to enable quality, inspiring and active citizenship education for children and young people in the UK. We operate as a crucial support system for young people and educators alike. Through inspiring initiatives like the Make a Difference Challenge, Citizenship Workshops, and the National Mock Trial Competitions, Young Citizens empowers the next generation to become active, engaged members of society, year after year.

We believe that Britain's future depends on equipping the next generation with the skills, knowledge and confidence to participate actively in society. With democracy under pressure from many directions, our work has never been more important.

Our mission is to provide inspiring learning experiences that light the spark of active citizenship for life. We offer a range of immersive programmes and inspiring resources that build their knowledge of how democracy works, their skills to engage with complex issues in society, and their confidence to participate. This education in turn empowers young people to shape their communities, institutions, and society, building habits for life.

### Young Citizens in numbers

**13+** Young Citizens staff based across the UK, with a headquarters in London

**1500+** professional volunteers give their time and expertise each year

**100,000+** pupils took part in The Big Legal Lesson 2024 in England and Wales.

**300,000+** children and young people reached each year either through our training of their teachers, resources used in the classroom or our immersive programme

Our website [www.youngcitizens.org](http://www.youngcitizens.org) contains lots of information about the charity. This includes our [new 'Lighting the Spark' five-year strategy](#) for empowering young people.

Our most recent [Audited Accounts and Trustees Report](#) for 2023/24 can be downloaded from our website.

## 2. About the Board of Trustees

Joining Young Citizens as a trustee is a chance to make a real impact. You'll help shape the future of citizenship education and work alongside a dedicated team of around 13 staff and 1,500 volunteers nationwide. Last year, our programmes and resources reached over 300,000 young people, and we continue to advocate for every child to have the education and experiences that build confident, active citizens.

### Governance

Our Board of Trustees plays a critical role in setting strategy and ensuring financial sustainability. While day-to-day operations are managed by our Chief Executive, Ashley Hodges, and her senior team, trustees hold ultimate legal accountability for the organisation.

We are a small, collaborative Board of 6–8 members, giving every trustee a meaningful voice. Current members bring expertise in finance, education, consultancy, government, marketing, and the charity sector. The Board includes a Chair, a Treasurer, and 3 Trustees elected by the Board.

The Board meets quarterly, usually in the evenings at our St Paul's, London office. In addition, trustees attend monthly online Finance and Income KPI update meetings, which are shorter evening sessions. On average, trustees give around 4–6 hours per month, with additional time at key points such as our Annual Away Day or when supporting specific governance projects.

Upcoming Board dates for the remainder of 2025/26 are:

- Thursday 22 January 2026 (Virtual),
- Wednesday 25 February 2026 (Virtual),
- Wednesday 25 March 2026 (In person)

We also encourage trustees to attend key Young Citizens events, such as the finals of our Mock Trials competitions, which showcase the impact of our work and celebrate young participants. Trustees should also be available occasionally by phone or email to provide advice to the Chair or Executive team.

Trustees are appointed for an initial three-year term, with most choosing to renew for a further three years due to their strong commitment to the role.

### Financial Strength

Young Citizens currently has an annual turnover of approximately £715,000, with income drawn from a diverse range of sources:

- Grants from partner organisations and charitable trusts
- Donations from organisations and individuals
- School subscriptions
- Consultancy contracts

Before 2010, most of our funding came from central government. Like many charities, this support has been progressively withdrawn, and we now receive no central government grants. In response, we successfully transitioned to a more sustainable model, introducing a strong social enterprise element with several mission-related commercial income streams.

The next stage of our journey is to embed this model, strengthen our reserves, and develop new income streams to ensure resilience and long-term impact.

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### 3. Trustee - Role Specification

We're seeking trustees who can help Young Citizens expand our reach, strengthen our influence, and build financial resilience. As a trustee, you'll play a vital role in guiding a national charity at a pivotal moment for citizenship education and democracy, ensuring that hundreds of thousands of young people each year gain the knowledge, skills, and confidence to participate meaningfully in society.

#### Key responsibilities

- Help steer a national charity at a pivotal moment for citizenship education and democracy
- Ensure compliance with our governing document, charity law, and all relevant regulations
- Safeguard the charity's values, reputation, and financial integrity
- Ensure resources are used effectively and exclusively to achieve our objectives
- Oversee financial stability and proper management of assets
- Appoint, support and advise the CEO, ensuring delivery against agreed objectives
- Act as an ambassador for Young Citizens, helping to build relationships with partners, funders, and supporters
- See our impact first-hand by attending key events such as programme launches and the National Finals of our competitions

### 4. Trustee - Person Specification

We are very much interested in trustees with prior governance and non-executive experience but welcome applications from both new and experienced trustees who meet this person specification.

#### Specific experience

We are particularly interested in individuals with experience in one or more of the following areas:

- **Citizenship education or school leadership** – understanding how schools operate and how to embed civic learning and active citizenship across the curriculum
- **Marketing, communications, and influencing** – building brands, running campaigns, shifting perceptions, and engaging educators, young people, and supporters
- **Business growth and strategic partnerships** – scaling organisations, securing partnerships, and developing mission-aligned income streams
- **Digital transformation or innovation** – leveraging digital tools, products, or platforms to increase impact
- **Fundraising and income generation** – philanthropy, trusts and foundations, corporate partnerships, or individual giving

We also welcome applications from those with experience in leadership, public service, law, finance, policy, or youth engagement.

### Essential skills and abilities

- Strategic and creative thinker, able to see the “big picture”.
- Strong communicator and collaborator, comfortable contributing in group discussions.
- Values-driven and inclusive, committed to equal opportunities.
- Able to evaluate diverse perspectives and guide constructive consensus.

### Commitment

- Commitment to Young Citizens and its mission
- Commitment to equal opportunities and the promotion of diversity
- Willingness to learn about the legal duties, responsibilities and liabilities of trusteeship
- Willingness to put time and effort into the trustee role; at minimum of two hours a month
- Commitment to Nolan’s Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

### Personal qualities

- Independent judgement and integrity.
- Openness, respect and a willingness to listen and learn.
- Ready to contribute actively – not just in meetings, but as an ambassador.

All new trustees receive a full induction and training, (including Safeguarding) and ongoing support. This is an unpaid role, although reasonable expenses will be reimbursed.

### Additional Requirements

All trustee appointments are subject to successful reference checks and a DBS (Disclosure and Barring Service) check. Further details on trustee duties can be found in [official government guidance](#).

## 5. How to apply

Please send your CV and a one-page personal statement (explaining why you want to be a trustee and how your skills align with the role) via the Charity Jobs application link to [recruitment@youngcitizens.org](mailto:recruitment@youngcitizens.org).

**Deadline:** 11pm, Tuesday 3 February 2026.

Shortlisted candidates will have a first-round online interview in January/February, followed by second-round interviews in mid-February. We’ll do our best to accommodate holiday schedules. If you need any adjustments to make the process more accessible, please let us know when applying.

Young Citizens is committed to equality, diversity, and inclusion. We want our Board to reflect the wide range of young citizens we aim to support. We welcome applications from everyone and encourage individuals from all backgrounds and experiences to apply.

If you have access needs or require any adjustments to the application or interview process, please let us know when you apply.

## Questions?

If you're interested but unsure about the time commitment or would like to learn more about where we are on our journey, please reach out to our team. You can also find more details about our work and new strategy on our website: [www.youngcitizens.org](http://www.youngcitizens.org).

For an informal conversation about the role, you are welcome to contact our Chair, Beccy Earnshaw, at [rebecca.earnshaw@youngcitizens.org](mailto:rebecca.earnshaw@youngcitizens.org)