

SPEAKERS TRUST

Trustee (Aged 18-24)

Candidate Pack

Our vision is a society where all voices matter.

Our mission is to help young people become heard.

Closing date: 5pm 6th November

Starting: ASAP

Submit Applications [here](#).

First Interview date: w/c 9th November

Second interview date: w/c 16th November

www.speakerstrust.org

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Welcome from our Chair

Thank you for your interest in becoming a trustee of Speakers Trust. I hope this pack gives you a clear picture of what the role involves, and of why we think it is a rewarding one.

We believe that when every voice is heard, society is stronger, happier and more connected. Right now, too many young people, and especially those from the least advantaged backgrounds, feel that their voice does not matter. That belief shapes their confidence, their sense of belonging and their wellbeing. It also shapes what they believe they can go on to do.

That is what we exist to change. We dismantle the barriers that stop young people being heard: we build their belief that what they have to say matters, we develop the skills that get people listening, and we create the platforms on which they can say it to people who can act on it.

Last year more than 43,000 young people worked with us, and we have now trained well in excess of half a million since we began. Our flagship programme, Jack Petchey's Speak Out Challenge, reaches 35,000 young people a year in London and Essex. We work in one in five state secondary schools in England, and we now operate in every English region.

We are recruiting because we want a trustee that reflects the skills, challenges and potential of the young people we work this, we are particularly keen to hear from alumni of our programme who can advocate for the importance of our work having experienced our work first hand.

You would be joining a board that is strong on communications, education, policy and people, and that would value the experience and perspectives that you can bring.

If any of that appeals, I would be glad to hear from you.

Lizzie Runham

Chair, Speakers Trust

A word from our Chief Executive

Thank you for your interest in a rewarding role at an exciting time.

Most of what we do is unglamorous. It is a trainer in a school hall in Barking on a wet Tuesday, working with thirty fifteen-year-olds, more than half of whom have told us on a form that they have no confidence at all to speak in front of their peers. By the end of the session most of them will have stood up and said something that matters to them.

What drives the team is seeing that transformation again and again, more than 43,000 times a year.

The best moments come later, when young people share their stories and ideas in public, in front of audiences which can be as large as a thousand people and in venues from the House of Commons to West End theatres.

Our work matters because young people feel that their voices do not matter. We change that by building their confidence and their skills, so that they can share their ideas effectively, and by giving them platforms where their voices are heard.

If you would like an informal conversation about the role before deciding whether to apply, I would be very happy to have one. Having a call of this kind will not influence the success or otherwise of your application in any way.

Russell Findlay

Chief Executive, Speakers Trust

About Speakers Trust

Speakers Trust is a national charity that gives young people the confidence, the skills and the opportunity to speak and be heard. We were founded on a simple idea: that the ability to make yourself understood is a fundamental life skill, and that it is unevenly distributed.

We deliver our work through professionally trained facilitators, in schools and at public events, and we design it so that it reaches young people who would not otherwise get near an opportunity like this.

Speakers Trust	Where we are today
Reach	More than 43,000 young people a year.
Flagship programme in Schools	Speak Out Challenge, delivered in all regions of England reaching over 40,000 young people each year - The largest of this is the Jack Petchey's Speak Out Challenge, delivered with the Jack Petchey Foundation, reaching 35,000 young people a year across London and Essex. In 2025/26 that was 35,128 young people in around 500 schools.
Beyond Schools	My Maiden Speech is delivered in partnership with charities across the UK. The project brings together young people with lived experience of some of the greatest challenges faced by their generation. We deliver public speaking and communication skills training over 6-8 weeks, developing their skills before they deliver speeches covering topics such as mental health, disability, being a young carer and living with cancer in the House of Commons to peers, CEOs, MPs and community leaders. Through this programme we have partnered with high profile media personalities as well as charities such as British Red Cross, UK Youth, Ambitious about Autism, Young Lives vs Cancer and Fair Education Alliance
Schools	One in five state secondary schools in England. We focus on the most disadvantaged areas.
Geography	We now operate in every English region.
Since we began 25 years ago	Well in excess of half a million young people trained.
Team	Ten staff, supported by a freelance base of around 40 trainers and event managers.
Legal form	A company limited by guarantee, registered as a charity in England and Wales. Charity number 1139377, company number 06740655. All income is reinvested in the charitable mission.

Our strategy

Our strategy has two pillars and one destination.

1. Empower

Extend our work within schools, so that we empower more young people in the most disadvantaged areas with the skills and confidence to speak in public.

2. Champion

Champion young voices through staging events, so that the perspectives young people hold are heard by people with the power to act on them.

Together these build what we are working towards: a society that values young voices, and a generation of young people who are empowered to share their perspectives and ideas effectively.

What that means in practice

- **Deeper, not just wider.** We already work in one in five state secondaries in England. The next gain is in doing more within the schools serving the most disadvantaged communities, where our own data shows the effect of the work is largest.
- **Events are part of the work.** The platforms we build, from school assemblies to regional finals to the Grand Final, are where a young person's voice actually meets an audience. They are part of the programme, not a celebration of it.
- **A financial model that can carry the ambition.**

The evidence behind our work

We are fanatical about the impact our work has. We measure the change in every young person we meet, so that our team, our board and our funders can see the difference we make and the value we provide.

We publish our impact dashboard live on our website, and the figures below are drawn from it. They cover the 35,900 most recent participants in our eleven Speak Out Challenge programmes. [You can see it here.](#)

Who walks into the room

Only 13% of the young people we meet describe themselves as confident communicators. A third have little or no confidence at all. Just one in ten believes they can communicate effectively.

The third figure is the one that should concern us most. Forty-five per cent, nearly half of every room we walk into, do not believe their opinions are heard or valued by anyone. These are fifteen-year-olds who have already decided that what they think does not count.

What happens in the room

A workshop is built on six design principles, and we ask every young person which of them mattered most to them. They tell us it is learning the skills (24%), getting the chance to practise (21%), building their confidence (17%) and talking with their peers (14%). The room itself, the fun, the safety and the permission to get it wrong, matters too, but it is not what they name first.

Nobody tells them what to say. Young people speak about whatever matters to them, and we analyse afterwards what they chose. The largest shares are youth culture and their own interests (24%), identity and relationships (21%), social issues and justice (14%) and health and wellbeing (14%). These themes are our own analysis of what they chose, not a menu we offered them.

What they leave with

By the end of a single workshop, the proportion who describe themselves as confident communicators has risen from 13% to 31%. The proportion who consider themselves effective communicators has gone from 10% to 28%. And the share who feel their opinions are heard and valued has climbed from 55% to 78%. The number who feel unheard falls from 45% to 22%, roughly by half, in a single session.

On the ten-point scales the young people rate themselves against, confidence moves from 4.8 to 6.3, competence from 5.1 to 6.4, and connection from 5.6 to 6.8. Seventy-one per cent leave more confident than they arrived, 68% more competent, and 64% with a greater sense that their voice counts.

Where the work does most good

The gains are not spread evenly, and that matters. Young people who arrive rating their confidence in the bottom band gain the most, an average of well over two points, with more than four in five climbing out of that band in a single session. Those in schools serving the most disadvantaged communities start lower and move further.

That is the evidence behind the first pillar of our strategy. Going deeper in the schools that need us most is both the right thing to do and where our work has the greatest effect.

Why we are recruiting a new trustee

As we continue to grow, we are recruiting a Young Trustee to bring a perspective that is central to our work: the experience, ideas and expectations of young people themselves.

We are looking for someone who will contribute as a full member of the board, while also helping us think differently about how young people shape our strategy, governance and future.

Beyond the core responsibilities of a trustee, there are four things we would particularly like this Young Trustee to help shape. They are the substance of the role

	The mandate
1	Keep young people at the heart of our decisions As the organisation grows, help ensure that the voices and experiences of young people continue to influence decisions at board level not simply as something we consult on, but as a perspective that informs how we set priorities, assess risk and decide what success looks like.
2	Help us think about what the next generation needs Bring a current understanding of the opportunities, pressures and ambitions facing young people today. Challenge the board where appropriate, ask questions that others may not ask, and help us test whether our strategy and programmes remain relevant to the young people we exist to support.
3	Shape how we grow without losing what makes us effective We now work in every English region, and our ambition is to continue reaching more young people. Help the board consider what growth should look like from a young person's perspective including how we maintain quality, inclusion and meaningful participation as we become a larger national organisation.
4	Advocacy Where we have a gap on the board is people taking the lead in being public advocates for our work, we are looking for someone who is happy to speak publicly at events, meetings and dinners to ensure the importance of our work is highlighted to new audiences.

What this role is not

We are not looking for a symbolic youth voice around the board table. We are looking for someone who will contribute their own judgement, challenge constructively, engage with the full responsibilities of trusteeship and help the board make better decisions.

What we ask of every trustee

Strategic leadership

- Work with the board and the leadership team to ensure there is a clear, sustainable strategy for the organisation.
- Contribute skills, contacts and expertise to help Speakers Trust deliver its strategic goals.
- Review progress against those goals.

Governance

- Ensure that Speakers Trust operates within the legal and financial requirements of a registered charity and within its constitution.
- Ensure effective governance procedures are in place, and that the right systems and culture support compliance.
- Take responsibility with other trustees for ensuring the charity has effective practices to safeguard the young people it works with.

Ambassadorship

- Act as an ambassador and advocate for the charity and its work.
- Support activities that develop the profile and income of the charity.
- Attend three or four Speakers Trust events a year, held during the day or in the evening. These are our public speaking events and our fundraising events, and they are the best way to see what the numbers represent.

Person specification

The successful candidate will believe that communication skills can improve young people's prospects and their ability to play a full part in society.

Essential

- **A genuine connection to, and understanding of, the experiences of young people today.** This might come through your own experience, volunteering, education, work, community involvement or other forms of engagement. We are interested in what you can bring to the board, rather than a particular qualification.
- **An interest in how organisations work and make decisions.** You do not need previous board experience. We are looking for someone who is curious about governance, willing to ask questions and interested in how strategy becomes action.
- **The confidence to contribute your perspective.** A Young Trustee should be prepared to speak up, challenge assumptions and offer a different perspective when they think it would help the board make a better decision.
- **A commitment to support young people's voices being heard and a desire to be a voice of the organisation.**
- **The ability to listen, analyse and form your own view.** You will encounter information, proposals and perspectives that may be unfamiliar. We are looking for someone who can ask good questions, consider different viewpoints and reach their own conclusions.
- **A willingness to engage with the responsibilities of being a trustee.** This includes preparing for meetings, reading papers, following up on commitments, maintaining confidentiality and taking collective responsibility for board decisions.
- **Strong communication skills.** We value people who can make themselves understood, whether speaking to fellow trustees, staff or young people.

Desirable

- Experience of having been a participant in one of our programmes
- Some experience of volunteering, campaigning, community activity, youth work or other forms of civic engagement.
- **Experience of being part of a committee, student leadership team, youth council, advisory group or similar.** Formal governance experience is not required.
- Experience of contributing to projects or making decisions collaboratively with people from different backgrounds and with different perspectives.
- **An interest in fundraising, financial sustainability or organisational growth.** You do not need financial expertise, but an understanding of how charities generate and use money would be useful.
- **Some familiarity with charity governance or the responsibilities of trustees.** We will provide appropriate induction and support.

If you have never been a trustee before

Previous trustee experience is not essential. We will give you a proper induction and a fellow trustee to talk things through with.

Terms of appointment

Item	Detail
Role	Trustee. The role is voluntary and unpaid.
Term	Four years, with the potential for a further four-year term.
Location	UK, with our work based in London and Essex and, increasingly, nationally.
Time commitment	One to two days a month, including board meetings, with a further two or three days during the audit process. In addition, three or four Speakers Trust events a year, held during the day or in the evening.
Board meetings	Four a year, of which at least two are in person.
Events	Three or four Speakers Trust events a year, held during the day or in the evening. These include our public speaking events and our fundraising events.
Other	Ad hoc availability to staff to share your perspective on programmes, work materials and new projects
Expenses	Reasonable out-of-pocket expenses are payable and will be reimbursed in line with our expenses policy. Please do not let the cost of getting to a meeting be a reason not to apply.
Insurance	Speakers Trust holds trustee indemnity insurance.

Induction, support and what you get from the role

Your induction

Your induction will include:

- A structured handover from our board of trustees.
- An introduction to our work, including a visit to a workshop in a school and attendance at one of our events. We would encourage you to do this early. It is the quickest way to understand the charity.
- Meetings with the senior management team.
- A meeting with the Chair.

What trustees tell us they get out of it

We offer a board seat at a well-managed charity with an important mission, good data about its own impact, a real strategic finance question to work on, and the chance to watch a fifteen-year-old who told us in September that they had no confidence at all hold a room of a thousand people in July.

You will get the opportunity to use your skills, knowledge and experience in a role which is making a real difference to more than forty thousand young people's lives and the potential to reach more.

Equality, diversity and inclusion

Our entire purpose is that young people whose voices are least often heard should be heard. We want a board that reflects that ambition.

Across the sector, trustee boards do not look much like the country. Charity Commission research published in 2025 found that 8% of trustees are from ethnic minority backgrounds against 17% of the population, that the median trustee is aged between 65 and 69, and that only 1% are under 30.

So we would particularly welcome applications from people who are under-represented on charity boards, including people from Black, Asian and other ethnic minority backgrounds, disabled people, people from working class backgrounds, young professionals, and people who have never been a trustee before. Whether you are part of all of these groups or none of them, you will be welcome here.

What we will do to make this work

- **Reasonable adjustments, arranged properly.** Tell us what would help and we will organise it in advance, whether that is a British Sign Language interpreter, materials in a different format, extra time, or something we have not thought of.
- **We will cover the cost of taking part in the recruitment.** That includes travel to and from any in-person interview, and childcare or other care costs while you are with us.
- **Expenses are payable for the role itself,** so being a trustee here does not have to cost you money.
- **Our monitoring form is anonymous and separate.** It is stored apart from your application, is never seen by the selection panel, and plays no part in the decision.
- **We have widened the essential criteria** to include equivalent experience rather than requiring a qualification alone, and we do not require previous board experience.
- **This pack is available in large print and other formats on request.** Just ask.

If there is anything else you are concerned about, or that you think we could provide, please tell us.

The board you would be joining

Speakers Trust is governed by a voluntary board of nine trustees; our articles allow for up to twelve. The board is chaired by Lizzie Runham, HR Vice President at Meta. Four trustees joined in autumn 2024, and have added valuable sector or functional experience to a strong existing board.

It is a board that is strong on communications, education, policy, marketing and people. Among the current trustees are the chief political commentator of a national newspaper, the chief executive of a multi-academy trust, the managing director of a global campaigning organisation, and a corporate financier working in renewable energy.

The board meets four times a year, at least twice in person. The board sets the strategic direction, holds the executive to account, and acts as an advocate for the charity.

The executive team

A core team of ten, led by Chief Executive Russell Findlay, supported by a freelance base of around forty trainers and event managers who deliver our workshops and run our events. The team is responsible for building partnerships, generating income, designing work with strong outcomes, and managing delivery.

How to apply

To apply, please send a CV together with a covering letter of no more than two pages explaining why you are a good fit for the role.

Submitted through our portal here: <https://airtable.com/appRoUqP5mc259bjj/shrKCTAgKQzDsxOgE>

Two things to note before you apply.

- 1. An informal conversation is available, and does not count for or against you.** If it would help to talk to our Chief Executive, Russell Findlay, before deciding, email victoria.costello@speakerstrust.org to set up a call. Having a call of this kind will not influence the success or otherwise of your application.
- 2. Tell us if you need anything.** See the previous page. Adjustments are arranged in advance and we cover the cost of taking part.

Speakers Trust

Fivefields, 8–10 Grosvenor Gardens, London SW1W 0DH

info@speakerstrust.org · www.speakerstrust.org

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