

# NUCLEO



## Appointment of Trustee - Safeguarding Role

2023

Charity Number 1169328

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# An introduction from Lucy Maguire, Founder and Chief Executive

On behalf of the Nucleo community, thank you so much for taking an interest in our work! As I hope you will see in the following pages, Nucleo is an organisation centred around three things: young people, community, and music. The characteristics of these three essential ingredients permeate our culture – our young musicians are energetic, ambitious, inspired and constantly developing; our community is inclusive, strongest when united, and diverse in every sense; music and our pursuit of musical excellence are demanding, empowering, connective and transformative. All three are limitless in their potential.

Our project has grown organically in our local North Kensington community over the last nine years, and we are proud of what we have built so far with our students and families here. Our grassroots spirit and community focus are fundamental to Nucleo's identity. As you will read, we have also recently taken up the mantle of national work and leadership passed on to us by Sistema England, and the coming years will shape the growth and evolution not just of Nucleo but, we hope, of the field of social action through music in this country.

The commitment, generosity and belief in our mission that our trustees show in choosing to work with us is an incredible gift to us all at every level of the organisation – students, families, delivery team, office staff and executive – and one for which we are immensely grateful. If the following pages inspire you to consider joining and leading our Nucleo community, we cannot wait to meet you.

Lucy Maguire MBE

Founder & Chief Executive









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# **Nucleo's aim is to bring young people together to create change for themselves and their communities through collective music-making.**

In 2013, The Nucleo Project started in North Kensington, aspiring to support and bring together young people from all corners of this diverse and varied West London community.

Initially run solely by its Founder & Chief Executive, Lucy Maguire, the project had only four aspiring musicians in its orchestra - fast forward to today and, thanks to the hard work and commitment of staff and volunteers, the support of families and the wider community, and the energy and dedication of its young people, Nucleo is flourishing, with a community of around 350 young musicians, supported by a team of 17 teachers, 10 pastoral assistants and 7 permanent staff. 80% of Nucleo students are members of the Global Majority, and 50% live in areas in the bottom 20% of the national Income Deprivation Affecting Children Index. Ranging in age from 0 to 20, they attend over 100 different schools, speak 42 different languages at home, and play 14 different instruments at Nucleo. Nucleo provides instruments and delivers all its activities for free, making a musical education accessible for any family.

**440**

**LOCAL CHILDREN**

**40**

**DIFFERENT LANGUAGES**

**100**

**DIFFERENT SCHOOLS**



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# Nucleo - Now and into the Future

At the start of 2022, Nucleo was able to widen its reach thanks to taking up the mantle of Sistema England, a national charity that was also dedicated to achieving social change through music. Sistema England was launched in 2010 by the cellist and musical activist Julian Lloyd Webber. After more than a decade of service, in January 2022, Sistema England passed over its activities and national role to Nucleo.

In its new capacity as a leading national social enterprise, Nucleo will continue the Young Leaders Programme pioneered by Sistema England, which brings together skilled and committed young musicians from around the country to create a vibrant national orchestra focused on youth leadership, collaborative learning and musical aspiration. Similarly, Nucleo will continue the work of the National Instrument Donation Bank – a service supporting schools, organisations and young musicians around the country by collecting and passing on donated instruments, which to date has put over 2,000 donated instruments into the hands of young musicians who need them.

Julian Lloyd Webber, champion for music education and founder of Sistema England, has now joined Nucleo as Honorary Patron.

Today, Nucleo is as dedicated as ever to achieving social change through music, championing the growth of young people and communities in North Kensington and more widely throughout England, and looks forward to expanding its community further over the coming years. By empowering children and young people to develop their abilities, take ownership of their learning, build their own communities and assume leadership roles, the charity can not only form successful orchestras and support future musicians and leaders, but can contribute to a world in which, from an early age, children and young people develop the tools to break down any barrier standing between them and the infinite possibilities of their lives.

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**"NUCLEO HAS BEEN A LIFESAVER FOR MY SON" - PARENT**

**"I LOVE BEING A PART OF NUCLEO"**

**- STUDENT,  
7 YRS OLD**

"[MY CHILD] IS HAPPIER IN THE MUSIC SESSIONS THAN ANY OTHER EXTRACURRICULAR ACTIVITIES" - PARENT

**"I AM PROUD OF THE SOUND OF MY MUSIC WHEN I PLAY MY INSTRUMENT"**

**- STUDENT, 6 YRS OLD**

"NUCLEO HAS BEEN A GREAT POSITIVE INFLUENCE ON MY CHILDREN" - PARENT

"[MY SON] HAS BECOME CONFIDENT IN EVERYTHING THAT HE DOES" - PARENT

**"OUR TEACHERS ENCOURAGE AND INSPIRE US" - STUDENT, 10 YRS OLD**

"I'm proud of how many songs I can play, [and] I'm proud of being a part of Nucleo orchestra." — Nucleo student, aged 5



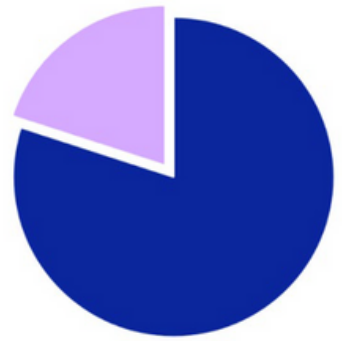


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Every year, Nucleo assesses the impact its work has on members to make sure we're meeting their needs as best we can. Evaluation is done using a framework created in collaboration with Sound Connections – also a charity for music-makers who strive for long-lasting social change.

2021/2022's enrolment statistics showed that of the 389 young people enrolled in our programme in North Kensington:

- 60 % live locally in either W9, W10, W11 or W12
- 80%\* are members of Global Majority populations



Almost 4 in 10\*\* are eligible for free school meals

According to the Income Deprivation Affecting Children Index, almost 50% of our students live in the lowest 20% nationally.



**View the full  
Evaluation Report**



**“The inclusive and attentive approach of every single teacher has enabled [my son] to feel comfortable and confident to say what’s in his mind. Working in a group has improved his communication.” —Nucleo Parent**

Nucleo students benefit from frequent performance opportunities and the chance to participate in orchestral residencies, both in the UK and abroad. They have gained entry into some of the UK’s highest calibre institutions for youth and children’s music, including the Royal College of Music Junior Department, National Children’s Orchestra, National Youth Orchestra, Chineke! Junior Orchestra and National Schools Symphony Orchestra.

More importantly, they form friendships and build communities, learn life skills, earn confidence as performers, and have a lot of fun together along the way. While it is true that many of our students would not have access to a high quality musical education without Nucleo’s free programme, we know that in fact none of them could find the experience that Nucleo offers anywhere else.

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# The Role

The lead trustee for safeguarding is responsible for three main sets of duties related to safeguarding, in addition to their wider responsibilities as a trustee.

## Key Responsibilities

### Strategic

- Consider the organisation's strategic plans and make sure they reflect safeguarding legislation, regulations specific to your activities, statutory guidance, and the safeguarding expectations of the Charities Commission.
- Work with the CEO and designated safeguarding lead regularly to review whether the processes and actions the organisation has put in place are creating a safer culture and keeping people safe.
- Check the organisation's risk register reflects safeguarding risks properly and plans sensible measures to take, including relevant insurance for trustees liability.
- If any delivered activities require inspections, be aware of how ready for those inspections you are and respond to any following reports.
- Ensure there is space on the agenda for safeguarding reports and help trustees understand and challenge those reports.

### Effective policy and practice

- Ensure there is an annual review of safeguarding policies and procedures and that this is reported to trustees.
  - Understand the monitoring your charity does to see whether policies and procedures are effective.
  - Call for audits of qualitative and quantitative data (either internal or external) when they're needed.
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- Learn from case reviews locally and nationally, to improve the organisation's policies, procedures and practices.
  - Oversee safeguarding allegations against staff or volunteers, together with CEO and designated safeguarding lead.
  - Be a point of contact for staff or volunteers if someone wishes to complain about a lack of action in relation to safeguarding concerns.

#### Creating the right culture

- Champion safeguarding throughout the organisation.
  - Attend relevant safeguarding training events and conferences.
  - Support the trustees in developing their individual and collective understanding of safeguarding.
  - Attend meetings, activities, projects to engage with staff, volunteers and beneficiaries to understand safeguarding on the ground.
  - Work with the chair, CEO, designated safeguarding lead and communications team in order to manage all serious safeguarding cases.
  - Support regular safeguarding updates for staff, volunteers and beneficiaries.
  - Ensure you have ways of gathering the views of staff and volunteers in relation to safeguarding and sharing these with the board.
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## General Responsibilities as a Trustee

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
  - Ensuring that the organisation complies with its governing document, charity law and any other relevant legislation or regulations
  - Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects for the benefit of the public
  - Ensuring that the organisation defines its goals and evaluates performance against agreed targets
  - Safeguarding the good name and values of the organisation
  - Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
  - Ensuring the financial stability of the organisation
  - Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
  - Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive
  - In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.
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# Person Specification

The successful candidate will ideally demonstrate all or most of the following:

- A strong passion and commitment to Nucleo and its core purpose of transforming lives through music
- A demonstrable commitment to equality, diversity and inclusion
- A genuine passion for and commitment to the voice of young people, and an interest in their development

## Experience

- Senior management and/or practitioner experience in a Local Authority, Social Work Dept, education, youth work or charity setting or Health and Social Care Trust with responsibility for safeguarding and child protection services
- A qualification in social work or experience in practice and/or management of safeguarding children services/inspection of children's services

## Knowledge, skills and behaviour

- An understanding of the needs (and responses to those needs) of excluded, disadvantaged young people and vulnerable adults with mental health challenges/in care
  - The ability to provide strategic input and challenge to our safeguarding
  - The ability to provide independent guidance and challenge to both board and executive team
  - An ability to work effectively as a member of a team
  - An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
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## Terms of appointment

The post of Trustee is on a pro bono basis.

The Trustee will be appointed for an initial three-year term.

## Time and location

The Nucleo Board currently meets four times a year, with an additional 45 min monthly call.

Board meetings are held at the organisation's office in London, W10.

## How to apply

Please send your CV and letter of motivation to [joinus@thenucleoproject.org](mailto:joinus@thenucleoproject.org)

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