

NUCLEO



Appointment of Trustee - Treasurer Role

2023

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





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

42

DIFFERENT LANGUAGES

100

DIFFERENT SCHOOLS



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.

"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

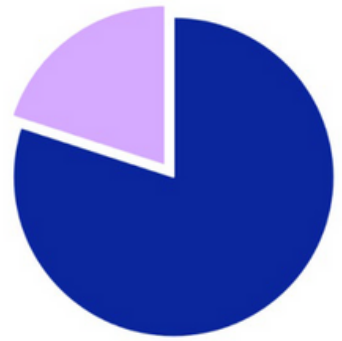
"I'm proud of how many songs I can play, [and] I'm proud of being a part of Nucleo orchestra." — Nucleo student, aged 5



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.

The Role

The overall role of the treasurer is to maintain an overview of the Charity's affairs, ensure financial viability, and ensure that proper financial records and procedures are maintained.

Key Responsibilities

- Ensure that the Board receives appropriate budgetary and financial information
 - Liaise and support the COO in the preparation of budgetary and financial information
 - Ensure accounts are prepared and disclosed in the form appropriate for funders and the relevant statutory bodies
 - Recommend to the Board appropriate accounting procedures, controls and policies
 - Ensure that the charity has an appropriate reserves policy
 - Ensure the Board is aware of its financial duties and responsibilities and the need to comply with all legislation
-

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.
-

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

- Skills and experience in one or more areas of non-executive governance and management e.g. strategic planning, business management, financial/accountancy, understanding of HR issues, experience of Trusts or other grant giving bodies particularly fundraising and legal knowledge.
- Demonstrated knowledge and experience of charity fundraising and finance practices.

Knowledge, skills and behaviour

- Qualified accountant with demonstrated commercial awareness and knowledge.
 - Knowledge of charity SORP and impending changes.
 - Competent use of IT skills.
 - Proven ability to communicate and explain financial information to members of the Board and other stakeholders.
 - Analytical and evaluation skills, demonstrating good judgement.
 - Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
-

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
