

**TRUSTEE  
RECRUITMENT PACK  
2026**

**Supporting Young People On  
Their Journey To Adulthood**

 **YOUTH ACCESS**



# Welcome

## from our Chair

Thank you for your interest in joining the Youth Access Board.

Youth Access members provide a 'one stop shop' model of support to young people aged 11-25. They offer age-appropriate support across a range of challenges including mental health, education and employment, housing, welfare and much more.

Heading-up a youth advice and counselling service, I know first-hand the essential role that open-access community-based services play for young people, including those who are often worst-served by mainstream services.

We have a simple theory; if we provide holistic support for young people at the earliest opportunity in the most accessible way, we'll prevent problems getting bigger and lasting longer.

Youth Access provides a crucial national voice and support network for these local services and the young people they support.

My organisation is a long-standing member of Youth Access and I've been involved in the charity's work over the years.

Since we published our current strategy in 2022, we have achieved a lot to be proud of, including:

- successfully put this model of provision at the heart of successive government policy, securing commitments in all 2024 party manifestos and £22million statutory funding for frontline services.
- strengthening our membership model and offer, increasing engagement year-on-year.
- developing our approach to involving young people, with 88 young people participating in across our work in different ways last year. 100% of those involved in our youth social action pilot said they felt heard and included.

This is an exciting time to join us. As we look ahead, we know there is more work to do: to ensure that policy

commitments deliver real change on the ground; that services better support under-served young people; and that our members have the tools they need to deliver high-quality support for young people.

I hope that you will want to help us achieve our vision that all young people can access free support on their journey into adulthood that respects their rights and meets their individual needs.

You don't need to have experience of being a trustee - the important things for us are your experiences and skills from your career to date, and the passion and energy you can bring to help us to support our members for the benefit of young people.

### Dan Mobbs

Chair of Youth Access  
Chief Executive of Norfolk-based youth advice service MAP



*D. Mobbs*

# YOUTH ACCESS STRATEGY *on a page*

We are Youth Access, the national membership body that represents and champions organisations delivering support for young people. We are the voice of the youth advice and counselling sector, and we support young people to campaign for services and systems that meet their needs and fulfil their rights. Everything we do is underpinned by our values and strategic goals - developed with and for our member organisations and the young people they serve.



## OUR VISION

Our vision is that all young people can access free support on their journey into adulthood from community-based advice and counselling services that respect their rights and meet their individual needs.

## OUR STRATEGIC GOALS



**Increase Access:** A Youth Information, Advice and Counselling Service in every local authority area



**Drive Equity:** Greater engagement with least-heard and worst-served groups



**Improve Experience:** Member services designed around young people's needs

## OUR VALUES



**Bold:** We are progressive in our thinking and courageous in our challenge of the system



**Collaborative:** We are a powerful collective advocating for change



**Responsive:** We adapt to meet the changing needs of our members and young people

You can find out more about us in our [2022-2027 strategy](#) and our [impact and learning reports](#).

# The Youth Access model

Our members are organisations rooted in their local communities. Also known as 'early support hubs', 'mental health hubs' or 'one-stop shops', they provide easily-accessible support to young people aged 11-25 with a wide range of issues.

Our members come in all shapes and sizes, and we're here to guide and support them. Our strength is in the diversity of our membership, supporting them to deliver services in a way that is responsive to their communities and to learn from each other to improve and adapt.

You can find out more about our members by watching this [short film](#).

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## Our members are:

### ▶ EFFECTIVE

Comparable clinical outcomes to NHS services and schools-based counselling, while achieving higher satisfaction rates.

### ▶ OPEN-ACCESS

Young people are never turned away because they are "not sick enough"

### ▶ WIDER REACH

Better reach to young people from marginalised backgrounds who may otherwise slip through the cracks of statutory services and school settings

### ▶ A BRIDGE, NOT A CLIFF EDGE

Support up to age 25, bridging the all-important transition into adulthood

And crucially...

### ▶ WHAT YOUNG PEOPLE WANT

Young people repeatedly tell us that they want "whole life" support

# Governance arrangements & time commitment

## BOARD OF TRUSTEES

At its simplest, the role of the trustee board is to ensure the effective governance of the charity by safeguarding the assets of the charity and applying them for the charitable purposes as declared in the objects of the charity. In addition, trustees are expected to:

- ▽ Provide effective and inspirational governance
- ▽ Work in partnership with the CEO to help achieve the mission of Youth Access
- ▽ Champion Youth Access, young people and our member services



## TRUSTEE TIME COMMITMENT

Board and Committee meetings take place quarterly. Most are held online, with two Board meetings per year held in person in central London.

The time commitment includes preparing for and attending Board meetings and any relevant committee meetings. Board meetings are usually during the working day.

Trustees are appointed for an initial three-year term with the opportunity to extend for a further three-year period.

Our trustees are not remunerated, but travel expenses directly incurred in the role will be arranged in advance or reimbursed.

# Focus for this trustee recruitment

Following several trustees coming to the end of their term we are looking to recruit **four** new trustees.



This includes two specific roles:

- ▽ **Chair of the Finance, Investment and Governance Committee**
- ▽ **Lead Trustee for Equity**

in addition to two **trustee roles** (click for role descriptions).

A skills audit of our Board has identified some areas of knowledge and experience that could be strengthened.

We are therefore particularly seeking to appoint trustees with any of the following skills or experience:

- ⊕ **Income generation and business development**
- 🔄 **Knowledge of Youth Access' sector**
- 🧑🏫 **AI and new technology**

This could be your first step into a trustee role. You do not need to have previous Board-level experience or to be in a senior position in your career. Sharing our values and having a passion for improving young people's access to the advice, counselling and mental health support they need, and your ability to provide independent insight, scrutiny and constructive challenge is more important than your job title.

We will support new trustees' learning and development with induction, training, and buddying with our existing Board members.

## DRIVING EQUITY

We know that charity Boards lack diversity. This is something we'd like to play a part in addressing through this process. Driving equity in services for young people is a core part of our strategy and essential to achieving our vision. That also means continuing our own journey as an organisation committed to tackling inequalities, including improving representation on our Board. We welcome applications from people from all walks of life. We would particularly welcome applications from people from racialised communities; LGBTQ+ people; and disabled people, as these groups are under-represented. We can make reasonable adjustments to support your needs in the application and interview process – please talk to us about what would help to make the process more accessible .

# How to apply



To apply to join our Trustee Board, please send us a covering letter setting out which role you are applying for:

- Trustee
- Finance, Investment and Governance Committee Chair
- Lead Trustee for Equity

Plus why you are interested in the role, along with your CV and our EDI Monitoring Form to: [admin@youthaccess.org.uk](mailto:admin@youthaccess.org.uk) by 5pm on 13th August.

If you require clarification on any aspect of the application or recruitment process then please use the email address above and we will support you with this.

Our CEO, Cassandra Harrison, would be happy to have an informal chat with people interested in applying. To arrange that please email [pa@youthaccess.org.uk](mailto:pa@youthaccess.org.uk)

## Timetable

### CLOSING DATE

5pm, Friday 13th August

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### SHORTLISTING COMPLETED BY:

Friday 19th August

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### INTERVIEWS:

Tuesday 1st and Wednesday  
2nd September

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### FIRST BOARD MEETING ATTENDANCE:

11:00 – 15:00, Thursday 17th December  
(meeting followed by lunch, central London)

# Be part of our journey

Find out more about what we do at [youthaccess.org.uk](https://youthaccess.org.uk)

