



YOUTH ACCESS

Lead Trustee for Equity Role Description

Voluntary | Trustee role

About Youth Access

Youth Access is the national membership organisation for youth advice and counselling services in England. We support and develop our member organisations and champion the value of community-based, youth-friendly services — helping young people get the right help, at the right time.

We are a small national charity with a big reach. Our team is small, but our work has a big impact, and our governance is active and engaged.

The opportunity

We are looking for a new Lead Trustee for Equity — a role at the heart of our commitment to driving equity for young people and within our own organisation.

“Driving equity” is one of the core goals in our 2022-27 strategy. This role exists to make sure that goal stays alive, ambitious and accountable — not just a line in a strategy document. You will work closely with our CEO and act as a source of challenge, support and expertise for the Board.

This is a trustee role, so it is voluntary and unpaid. We are looking for someone with a genuine passion for equity and a strong understanding of the inequalities facing young people — whether that comes from professional experience, lived experience, or both.

What you will do

- Hold quarterly check-ins with the CEO to discuss progress on the driving equity goal, identify risks and opportunities, and flag anything that needs to come to the Board.
- Speak to relevant Board papers and respond to questions from other trustees on equity matters.
- Have ad hoc check-ins with the CEO or other staff members to sound out activity, address emerging issues, or respond to urgent needs as they arise.
- Support the CEO and Chair to plan and deliver Board learning and development on equity-related issues.
- Provide advice and constructive challenge to the Board and staff team, to ensure strategic decisions advance equity and that driving equity remains a live priority.
- Act as a visible champion for equity, both within Youth Access and in our work with members and partners.
- Contribute to the wider work of the Board as a trustee: see [trustee role description here](#).

What we are looking for

Essential

We need someone who has:

- a genuine passion for advancing equity and addressing systemic barriers, and the drive to keep equity high on the Board's agenda.
- a strong understanding (or a real willingness to develop one) of the inequalities faced by young people in need of support, and what this means for member organisations and for Youth Access's work.
- the confidence to provide constructive challenge to staff and fellow trustees, and the relationship skills to do this in a way that builds trust.
- commitment to Youth Access's mission.

Desirable

It would be helpful (but not essential) if you also have:

- knowledge of, or lived or professional experience with, groups of young people from underserved groups, including those we have identified as a priority: Black young people and young people from racialised communities, Gypsy, Roma and Traveller young people, Deaf young people, refugee and asylum seeking young people, trans and gender diverse young people;
- the ability to take an intersectional approach, recognising how different forms of inequality and disadvantage overlap and compound.
- experience of equity, diversity and inclusion work in a professional, voluntary or governance setting.

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.

Practicalities

This is a voluntary, unpaid role. Reasonable travel expenses incurred in the role will be reimbursed.

Time commitment: approximately 4-6 hours per quarter

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.

Term: three years, renewable for a further three years.

Quarterly check ins with the CEO are held online.

Youth Access is a registered charity (no. 1112295) and company limited by guarantee (no. 5487581).