

# TRUSTEE - SAFEGUARDING

INFORMATION FOR  
APPLICANTS

the  
choir with  
no name



# About the Choir with No Name

## What we do

At the Choir with No Name (CWNN) we have been successfully running choirs and building joyful communities with homeless and marginalised people since 2008. We currently have choirs in Birmingham, Liverpool, London, Brighton, Cardiff and a new co-produced community choir pilot in Coventry

Our vision is that all people going through tough times find a place to sing their hearts out, beat loneliness, and build confidence and skills through singing. Our choirs are safe, non-judgmental spaces where members make genuine friendships and feel motivated to address life's wider issues. We challenge the convention that an arts activity like singing comes as the icing on the cake of someone's recovery journey, knowing from our track record that it often proves to be the catalyst for lasting, transformational change.

In each of our cities we rehearse weekly, with the singing followed by a hot meal cooked by volunteers. We sing accessible, uplifting pop music and our choirs are led by highly skilled and charismatic choir directors, who work with members to achieve excellence, nurturing their musical development. Live performance is key, giving members a collective goal to work towards and to feel proud of, and we perform at a wide variety of venues, from the Royal Festival Hall to local homeless services. We run outreach community projects in local homeless settings and other support services. In 2019/20 (pre covid) we worked with 748 homeless and marginalised people across our choirs and workshops, and performed 48 gigs to a cumulative audience of over 15,000.

When covid struck, our communities became more vital than ever. Like families across the world in March 2020, we reached out to our choir members, checking that everyone had access to food, a place to stay and online access where possible. We shifted our rehearsals onto Zoom, and mobilised our volunteer teams to make weekly phone calls to all choir members, ensuring no-one in our community would face lockdown alone. We also launched a digital inclusion drive, distributing tablets and mobile data to those who needed it.

## Our history

Our first choir was founded in 2008 in King's Cross by Marie Benton, current Chief Executive, then a professional musician and also a senior project worker at homeless accommodation provider St Mungo's. She ran the first choir with volunteers on a shoestring until 2011, when we received our first major grant, employed our second member of staff, and started up our second choir, in Birmingham. We have since added choirs slowly but surely and have strengthened our governance and knowledge to the point where we are a well-respected leader in the field of arts and homelessness.



*"CWNN HAVE BEEN VERY SUPPORTIVE INDEED AND I HAVE GAINED SO MUCH IN MANY WAYS, WE ALL HAVE. THEY'RE TOTALLY INCLUSIVE AND RESPECTFUL AND MINDFUL, SUCH A LOVELY FAMILY AND GROUP OF PEOPLE."*

# 2021/22 In Numbers

426

individuals have sung with us at our rehearsals and outreach activities

310

choir members joined us at at least one in person or online rehearsal

207

rehearsals delivered across our 5 choirs

72

new choir members were welcomed into the CWNN family this year

20

no. of barnstorming gigs we performed, after 18 months away from live performance.

78

No. of people who took part in our outreach and workshop programme

3,933

No. of people who joined us in the audience at one of our gigs

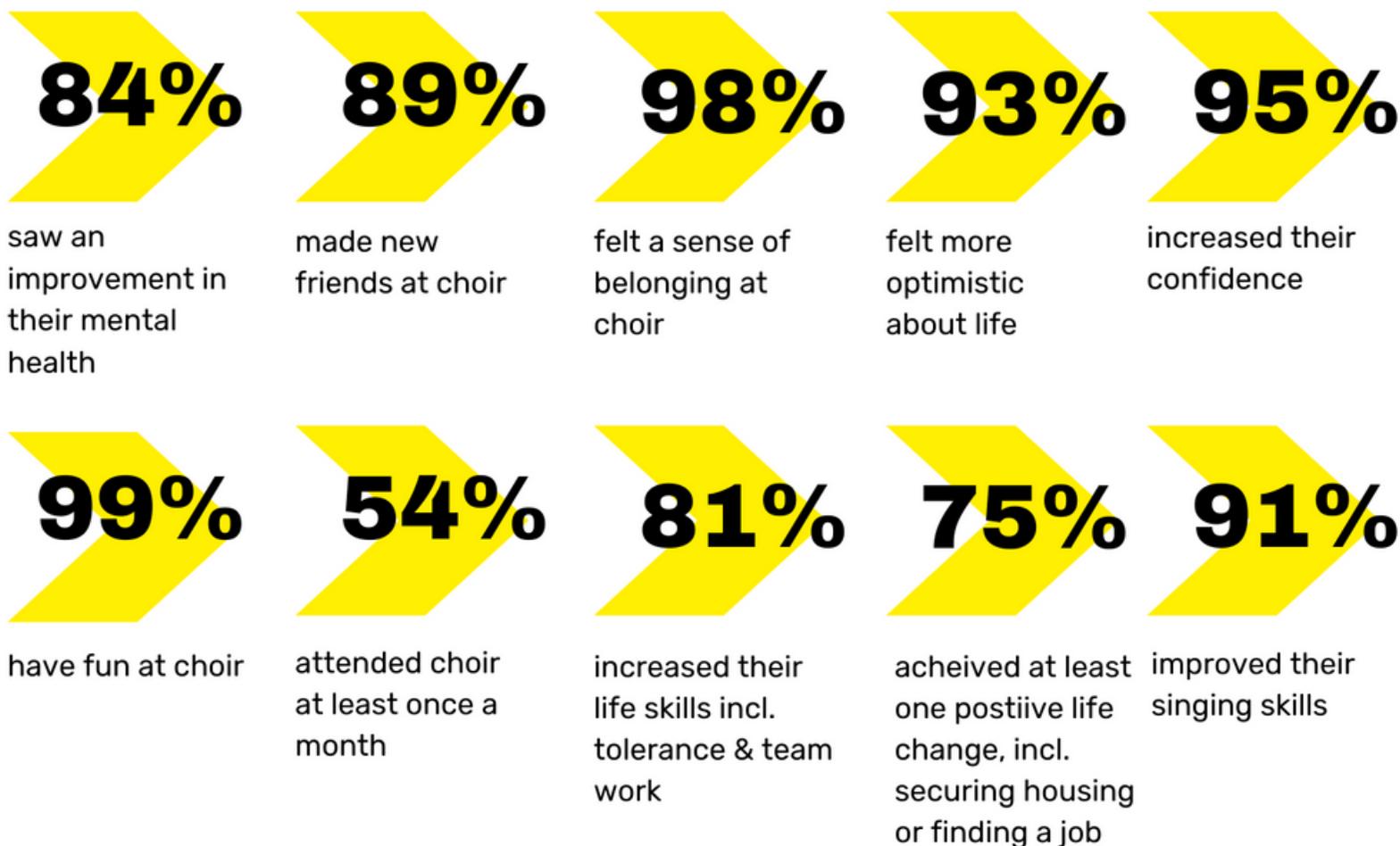
78

amazing volunteers gave their time and skills to help keep our rehearsals and gigs running smoothly



# Our Impact

Every year we run an anonymous survey to ask our members to share what the choir means to them and the impact it makes on their lives, both inside and outside of choir. We want to see members build the resilience needed to move away from homelessness long term. 81 members took part in our annual survey in Jan 2022. They reported that, as a result of being a part of CWNN...



*"I feel valued & part of something special. It's THE BEST thing I've ever been involved in. I don't know what I'd do without choir!"* Birmingham choir member

## Meet Birmingham choir member, Steve...

*If you're looking for a family that you've never had, choir is the place to be - that's what it's been for me. Living in Birmingham away from everybody, I had no family and the choir filled that part of my life.*

*At Choir everybody's welcoming and we like to look after each other. I enjoy feeling like I can offer some support and guidance to other members, because I've been where they are. Since being in the choir I've managed to get through a difficult part of my life and now I feel able to say to others 'this is what you can do, because this is what worked for me'. I feel I can offer that support not as a volunteer, or as a person in authority in the choir, more as just another choir member who's managed to turn his life around.*

*When I started coming to the choir, I was a resident at a treatment centre and now a year on, I work in that treatment centre helping people who have suffered addiction problems for the majority of their life. Since joining choir so much has changed for me. I've recently got engaged. I've found somebody who actually loves me for me and that's a wonderful thing. It's really nice to start living a 'normal' life. Since I've been part of the choir, my life has grown week by week, month by month.*

*At the Choir with No Name it's not about what you know, but who you know, really. You've got a direct person to speak to for all types of help with things like addiction, struggles with not having a family, sleeping rough or financial insecurity. And now, I can support the newer members into realising that it's ok and there's stuff we can do together.*

*My favourite moment so far with CWNN has got to be Christmas at the Cadogan hall, which was absolutely epic! I wore this blue Christmas snow man suit and had a solo - it was a beautiful moment.*



## Our Vision

Is that all people going through tough times find a place to sing their hearts out, among friends.

## Our Mission

Is to empower as many homeless and marginalised people as possible to showcase their talents, build personal resilience and positive, joyful singing communities.

## Our Values

**Family:** Many of our choir members describe their choir as their family. We aim to look after each other, and we retain our family feel through all of our work, including with external stakeholders and supporters.

**Fun:** Belting out classic tunes and dancing together, sharing delicious food and jokes and finding somewhere to leave our troubles at the door is what we're all about. We want to empower our choir members to achieve serious change in their lives, but without taking ourselves too seriously!

**Inclusion:** We are a warm and welcoming organisation and we want to be equally welcoming for everyone, regardless of background, characteristics or idiosyncrasies. We want everyone involved in the Choir with No Name to feel they belong in our community.

**Integrity:** We will be fully transparent in all our work. We won't claim to have more impact than we do. We will work hard and strive for excellence, and ensure that the wellbeing of our people is central to all our decisions.

*Further information:*

**See our website for further information on our projects, staff and trustee teams.**

<https://www.choirwithnoame.org/>

**We recently developed a strategic plan for 2021-24, which can be viewed here:**

[https://www.choirwithnoame.org/sites/default/files/file\\_attachments/CWNN%20Strategic%20Plan%202021-24.pdf](https://www.choirwithnoame.org/sites/default/files/file_attachments/CWNN%20Strategic%20Plan%202021-24.pdf)

**Our accounts can be downloaded from the Charity Commission website:**

<https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5007401/accounts-and-annual-returns>

# TRUSTEE - safeguarding

## ROLE PURPOSE

The Choir with No Name's mission is to enable as many homeless and marginalised people as possible to beat loneliness and build their confidence and skills through singing. Currently operational in London, Birmingham, Brighton, Liverpool, Coventry and Cardiff we run choirs - providing weekly rehearsals, inspirational performances, a meal after each rehearsal and outreach singing workshops to homeless people, and others marginalised by mental health, substance use and other circumstances.

All our work is underpinned by a dedicated board of trustees (currently seven people) who bring valuable, diverse skills and experience and lead the organisation's strategic direction and growth. We are seeking to expand board membership to nine, to fill gaps in our current board's areas of expertise.



## ROLE DESCRIPTION

### General trustee responsibilities

- To use your experience, knowledge and contacts to help grow the organisation and maximise its potential
- To attend quarterly trustees meetings (usually in central London, but can be elsewhere in the UK, at least two per year will be in person)
- To contribute actively to the board of trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
- To ensure that the organisation pursues its objects as defined in its governing document, and uses its resources exclusively for that purpose
- To ensure that the organisation's finances comply with its governing document, charity law, company law and any other relevant legislation or regulations
- To safeguard the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation
- To ensure the financial stability of the organisation

## **Additional responsibilities of the Safeguarding Trustee**

- Consider the organisation's strategic plans and make sure they reflect safeguarding legislation, regulations, statutory guidance, and the safeguarding expectations of the Charities Commission.
- Work with the CEO and designated safeguarding lead (Head of Programmes) regularly to review whether the things the organisation has put in place are creating a safer culture and keeping people, particularly choir members, safe.
- Check the organisation's risk register reflects safeguarding risks properly and plans sensible measures to take, including relevant insurance for trustees liability.
- Make sure there is space on the agenda for safeguarding reports and help trustees understand and challenge those reports.
- Oversee safeguarding allegations against staff or volunteers, together with CEO and designated safeguarding lead (HOP).
- 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.

## PERSON SPECIFICATION

- Strategic vision
- Commitment to the organisation and its values
- Willingness to devote the necessary time and effort, including being available to staff to give advice on a reasonable ad hoc basis
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Ability to work effectively as a member of a team
- Senior management level experience in a safeguarding role, or role with significant experience as a safeguarding lead.

### **Term of Office:**

The recommended term as a Trustee is 3 years, up to a maximum of two terms.

### **To apply:**

Please email your CV and a covering note explaining your interest in and suitability for the role to **Chair of Trustees Alexia** – [alexiamurphy@btinternet.com](mailto:alexiamurphy@btinternet.com) – no later than **30 September 2022**.

If you'd like an informal chat about the role do give **CEO Kate Wareham** a call on **07941 260874**.



[WWW.CHOIRWITHNONAME.ORG](http://WWW.CHOIRWITHNONAME.ORG) @CHOIRWITHNONAME

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