JackPetchey Foundation
Inspire • Motivate • Achieve

Trustee: Youth Sector Expertise

Application Pack

September 2026



www.jackpetcheyfoundation.org.uk

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Foreword



I'm delighted that you're considering joining the Jack Petchey Foundation as a Trustee!

We're a Foundation focused on positivity, on making a difference, and on helping young people to believe in themselves and be the best that they can be. These are the things that make chairing the Board such a joy for me.

My late grandfather, Sir Jack Petchey CBE, established the Foundation in 1999 and was immensely proud of all that we have achieved. The Foundation has grown from modest beginnings in East London to investing over £11 million each year in programmes that benefit young people in schools and youth organisations across London and Essex. We are ambitious for the young people we serve and want to keep making a positive difference to their lives by providing opportunities and celebrating their successes. Sir Jack's saying, "if you think you can, you can", epitomises our belief that anyone can achieve if they put their mind to it.

This is an especially exciting time to join the Foundation. We are currently in the second year of our three-year strategy and, over the coming year, the Board and Executive team will work together to shape the Foundation's future direction and develop our next strategy from 2028 onwards. Following a recent and very positive independent governance review, we will also be establishing a new committee structure to support the Board's work and help us achieve even greater impact.

One of the things I value most about the Foundation is our commitment to listening to and learning from young people. Youth voice has always been central to how we work, and at Board level we are committed to ensuring that young people help shape our thinking and decision-making. We benefit from regular input from our Youth Consultation Panel and are proud to have a Youth Trustee position on our Board, ensuring young people's perspectives are represented at the highest level of the organisation.

The Board itself strikes what I believe is a wonderful balance. We are fortunate to have representation from Sir Jack's family alongside independent Trustees who bring a wide range of professional expertise, experiences and perspectives. Together, we share a deep commitment to the Foundation's mission, a collaborative approach to governance, and a desire to help young people thrive.

The JPF staff team is skilled, driven and dedicated to our mission, led by our CEO, Gemma Juma. We are seeking a new Trustee with significant youth sector experience, whether through professional, leadership or lived experience in youth work, youth-focused roles or youth charities. We particularly welcome applications from women, candidates from Black, Asian and minority ethnic backgrounds and people with disabilities.

If you like the sound of the Trustee role, we'd love you to apply. We promise you a positive recruitment experience and a warm welcome if you join the Board.

Matt Rantell
Chair of Trustees



About Us

About the Foundation

The Jack Petchey Foundation (JPF) is a dynamic organisation established in 1999 by Sir Jack Petchey CBE to inspire and motivate young people and recognise them for their achievements. The Foundation has invested almost £200 million in young people across London and Essex.

Our Strategy

Our Strategy for 2025-2027 is driven by our **Mission**, **Vision** and **Belief**. The Foundation's **Belief** is that society benefits when young people are valued and given opportunities to develop and realise their potential. Our **Vision** is for a future where every young person is celebrated and realises their potential. Finally, our **Mission** is to provide opportunities for young people across London and Essex to build their skills, their confidence and their voice so they can fulfil their potential and have a positive impact on society.

Our Five Strategic Aims are:

1. **Increase impact** – We will invest more in what we know works and has a significant positive impact on young people.
2. **Maximise reach** – We will reach more young people who do not currently benefit from our programmes, prioritising outreach to areas and groups with the greatest need.
3. **Streamline processes** – We will work in an agile way, continuously adapting to improve our efficiency, improve grantee experience and use the Foundation's resources as effectively as possible in order to benefit more young people.
4. **Remain relevant for young people and the youth sector** – Young people and organisations will engage with JPF programmes and opportunities and we will use data, research and youth voice to inform our work.
5. **Harness the potential of our network** – We will amplify youth voices, connect the youth sector and use our data to influence decision-makers and contribute positively to society.

Learn more about our strategy on our website here.

Our Values

The Jack Petchey Foundation's values stem from Sir Jack's own. Our staff and trustees embody these values and they are central to all that we do. We seek to:

- Inspire and raise the aspirations of young people.
- Affirm, reward and celebrate achievement.
- Value young people and those who work with them, advocating their views and putting young peoples' voices at the centre of our work.
- Develop young people's confidence, motivating them to take on new challenges and to believe in themselves.
- Be positive and promote a positive perspective on life.
- Be inclusive, working at grass roots and building communities.
- Promote a culture of 'giving something back'.
- Strive for excellence in our work.

Our Programmes

Our flagship programme is the Jack Petchey Achievement Award Scheme, which runs in grassroots youth clubs, youth organisations, secondary schools and sixth forms and uniformed organisations across London and Essex. The programme celebrates young people's achievements, and awards a grant of £300 to the organisations they belong to for the young person to decide how to spend.

We run several other grant schemes which recognise grassroots youth workers and school staff, and provide additional opportunities for the young people they work with. These include our Leader Award Grants, Educational Visits and Learning Experiences Grant, Individual Grants for Volunteering, our Environmental Award and the Jack Petchey Internship Scheme. In addition, we run our Achiever Network, a free-to-access, 12-month personal development programme offered to 35 young people each year.

We also work closely with a range of partners to deliver a range of outstanding opportunities and competitions for young people in areas ranging from dance to singing, science to sport, maths to public speaking and more!

Celebration events are a major part of what we do, as we inspire and motivate young people, celebrate their successes and raise their aspirations. As a member of the Jack Petchey Foundation team, you will have the opportunity to attend and get involved in events across London and Essex.













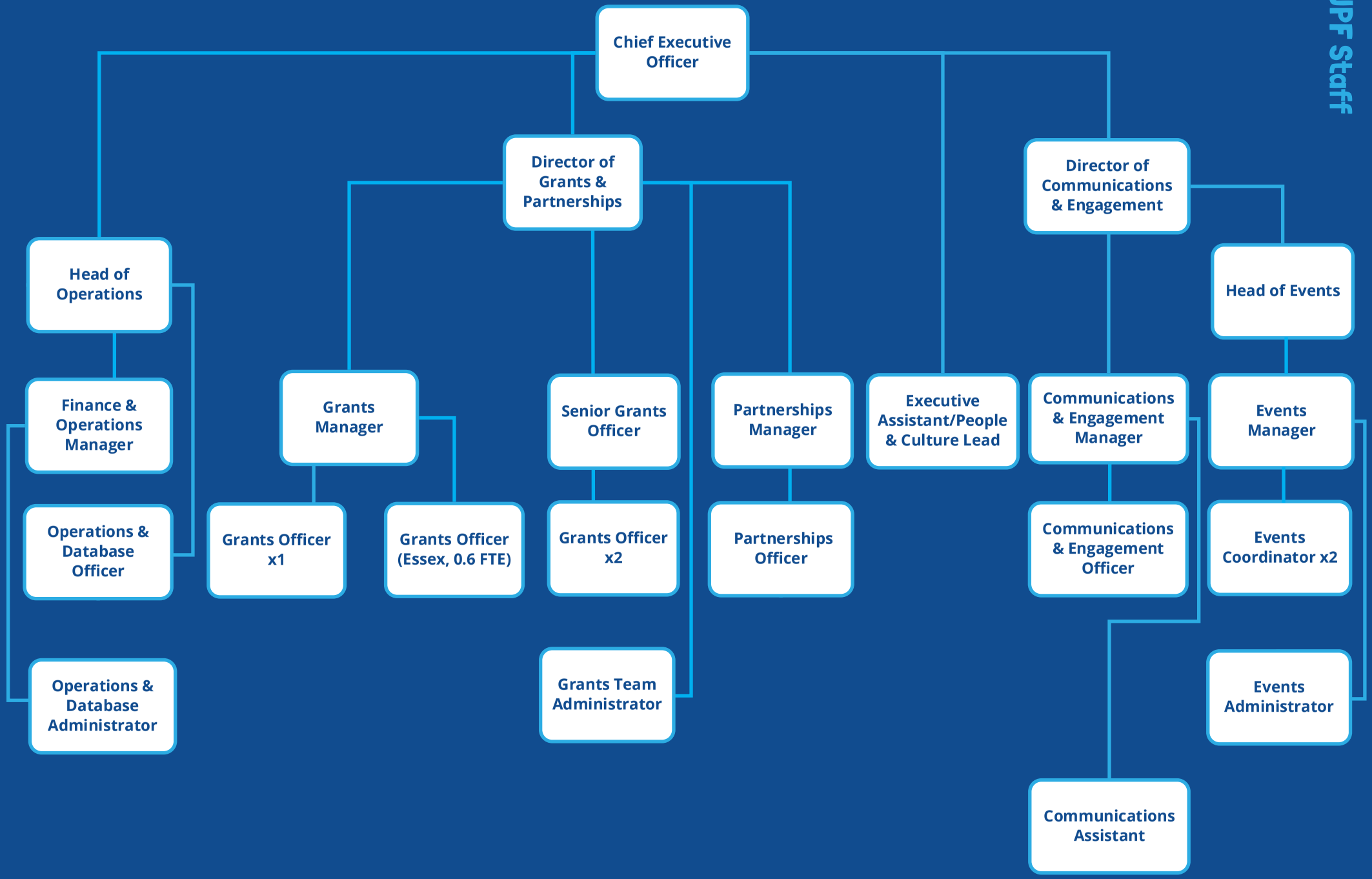




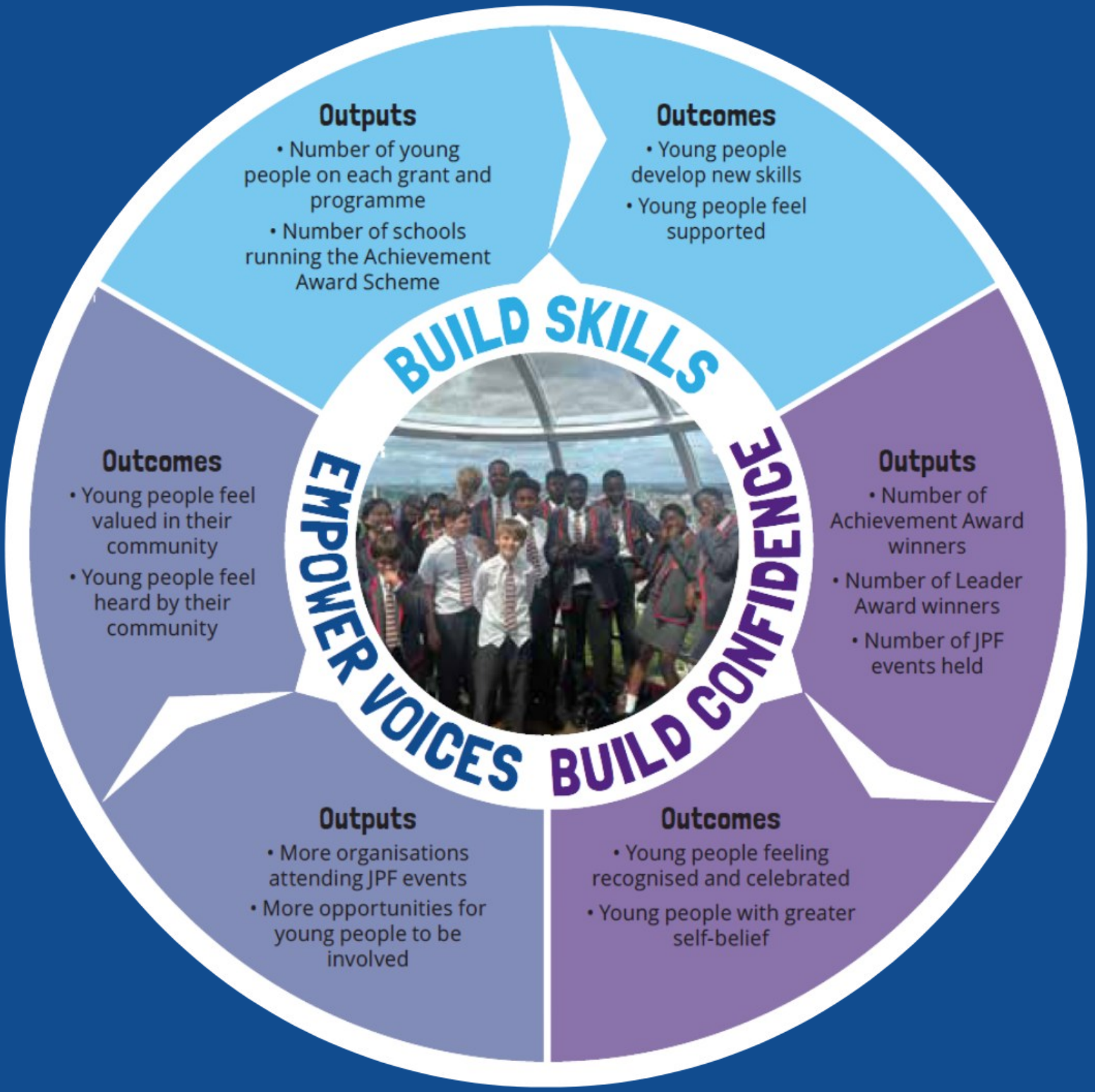

JackPetchey
Foundation
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18 YEARS



JPF Staff


Chief Executive Officer
Director of Grants & Partnerships
Director of Communications & Engagement
Head of Operations
Finance & Operations Manager
Operations & Database Officer
Operations & Database Administrator
Grants Manager
Grants Officer x1
Grants Officer (Essex, 0.6 FTE)
Senior Grants Officer
Grants Officer x2
Grants Team Administrator
Partnerships Manager
Partnerships Officer
Executive Assistant/People & Culture Lead
Communications & Engagement Manager
Communications & Engagement Officer
Communications Assistant
Head of Events
Events Manager
Events Coordinator x2
Events Administrator

Our Impact Framework



JPF Trustees



Matt Rantell
Chair of Trustees

Matt is Sir Jack's grandson and joined the Board in 2017. He was appointed Vice-Chair in 2020 and then Chair of Trustees in 2022.



Lewis Hooper
Vice-Chair of Trustees

Lewis is a Jack Petchey Achievement Award winner and was part of the first Achiever Network cohort. He has been a young leader and member of our Youth Consultation Panel and is a qualified lawyer. He was our first ever Youth Trustee, before becoming a full Board Member and then Vice-Chair in 2024.



Nic Bruce
Trustee

Nic is Sir Jack's grandson and joined the Board in 2025. A quote from his grandad that stays with him every day and that he wants to bring to the Foundation's work is "what can we do better?".



Riana Morrison-Kirnon
Trustee

Riana joined the Board in 2023 as our Youth Trustee, having been a founding member of our Youth Consultation Panel and a participant in the Achiever Network programme. In 2025, she became a full Board Member.



Robert McArthur
Trustee

Rob is the Director of Asset Management at Petchey Holdings Ltd.



Amanda Galanopoulos
Trustee

Amanda is the youngest of Sir Jack's children and grew up sharing his passion for young people and belief in their potential. She strongly believes that with confidence and support, young people can achieve anything.



Joseph Pascoe
Youth Trustee

Joseph joined the Board in 2025 as our Youth Trustee. He won an Achievement Award in 2015. He was a member of our Youth Consultation Panel, as well as going through our Achiever Network programme as a young person.



Sonia Sinclair
Trustee

Sonia worked in education, teaching maths to A-level students and moved onto school leadership before becoming a Vice-Principal of a secondary school.



Yinka Tomori
Trustee

Yinka joined the JPF Board in September 2026. He is a chartered accountant specialising in providing financial and related advisory services mainly related to the not-for-profit sector.

The Opportunity

Job Title	Location
Trustee: Youth Sector Expertise	**Canary Wharf, E14**

Background

The Jack Petchey Foundation Board currently comprises of nine Trustees, who meet four times a year. The Board's role is to provide strategic leadership, oversight and support to the Foundation and its senior leadership team, ensuring that JPF remains focused on delivering positive outcomes for young people. There is also a Governance, Remuneration and Staffing Committee, which meets four times a year to support the work of the Board. A new Trustee with significant financial expertise will be joining the Board in Autumn 2026. We are seeking an additional Trustee with significant youth sector experience and, ideally, safeguarding expertise to strengthen the Board's capability in these key areas.

Duties and responsibilities

The JPF Board is responsible for JPF's overall strategic direction and compliance with UK Company and Charity law. In line with charity commission outlines, the duties of our Trustees are as follows:

1. To ensure that JPF complies with its governing document, charity law, company law and any other relevant legislation or regulations.
2. To ensure that the work of JPF develops in accordance with its core mission, vision and values and pursues the core objectives as defined in its Strategic Plan.
3. To ensure that JPF uses its resources exclusively in pursuance of its objectives.
4. To contribute actively to the Board in providing strategic direction to JPF, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
5. To safeguard the good name and values of JPF.
6. To ensure the effective and efficient administration of JPF through appropriate guidance and support of the Chief Executive Officer.
7. To ensure the financial stability of JPF and manage risk.
8. To protect and manage the property of JPF and to ensure the proper use and investment of JPF resources.
9. To attend Board meetings (currently 4 a year, usually on a weekday), scrutinising board papers and using any specific skills, knowledge or experience to help the Board reach sound decisions.
10. To ensure a good understanding of the work JPF delivers on the ground, act as a representative for JPF externally and to network with key beneficiaries and supporters of the charity.
11. To provide guidance on new initiatives as appropriate to your background skills, experience and interests.

As a Trustee of JPF you will carry shared legal responsibility for the business of the charity. Upon appointment you will be required to sign a declaration to confirm your ability to carry out these responsibilities.

Role focus

Youth Sector Expertise:

1. Advise the Board on youth engagement, youth work practice, and sector developments.
2. Strengthen the Board's understanding of youth voice, participation, and inclusion.
3. Input to ensure programmes are evidence-based and impactful.

Safeguarding (desirable depending on the Trustee's skills and experience):

1. Support the Board's oversight of safeguarding policy and practice.
2. Offer guidance on emerging safeguarding risks affecting young people.
3. A willingness to act as the Board's deputy safeguarding lead trustee.

Person Specification

The Board seeks applications from people who meet the following criteria:

Essential Criteria

Values

Ambition to deliver JPF's mission, vision and values
Demonstrable commitment to supporting youth voice

Skills/Knowledge

Understanding of the issues facing young people and youth organisations in London and/or Essex
Knowledge/experience of promoting equality, diversity and inclusion
Ability to make strategic decisions at Trustee level
Ability to challenge appropriately, manage difficult conversations and share your views with transparency
Ability to understand and interpret detailed and complex written information

Experience

Significant youth sector expertise (11-25 year olds)
Experience of charity governance and working with or as part of a Board of Trustees

Desirable Criteria

Professional safeguarding expertise (e.g. acted as a Designated or Deputy Designated Safeguarding Lead, or held lead safeguarding responsibility in a youth organisation, school or other relevant organisation)
Professional experience of grant-making
Working knowledge of digital technology, including communications and marketing/data protection/AI/ cyber security
Health and safety expertise
Knowledge of the Youth Sector in London / Essex





Terms of Appointment

- To be eligible you need to be aged over 18 at the time of appointment.
- A Trustee is to serve the Board for a term of 3 years, with the potential for reappointment, to a maximum of three terms (9 in total).
- Appointment will be made following Application, Interview and Board approval.
- A Trustee may be removed by a majority decision of the Board.
- A Trustee may give notice of resignation at any time (ideally 6 months' notice to assist with succession planning).

Time Commitment

- 4 Board meetings per year (which usually fall between 9am-5pm on a weekday), these are held in person at the JPF office in Canary Wharf.
- Up to 4 committee meetings per year, if on a committee (online and/or in person where necessary).
- One annual strategy meeting, in person at an external location.
- Attendance and representation at as many of our internal and external events as possible, which take place across London and Essex.

Training

A personalised induction to the role will be arranged upon appointment. Trustees will be supported by JPF and further relevant training will be offered as required.

Expenses

The role of Trustee is voluntary and unremunerated; Trustees do not receive any payment for undertaking the role itself. Reasonable expenses in connection with JPF Trustee duties i.e. attending meetings/events will be payable upon receipt of claim form.













JPF is committed to building a Board of Trustees that reflects the diversity of the communities that we serve. We particularly welcome applications from women, candidates from Black, Asian and minority ethnic backgrounds and people with disabilities.

How to Apply

To apply for the role please send a CV and a covering letter to cbevan@jackpetchey.org.uk by midnight on 22nd November 2026.

In your application, please tell us why you are interested in the role, and briefly outline how your skills and experience meet the essential and desirable criteria outlined in the person specification.

Please also fill in the **Diversity Monitoring Form**.

For more information about the Foundation, visit our website:
www.jackpetcheyfoundation.org.uk/

Next Steps

We will acknowledge all applications and contact all candidates within a month of the deadline.

Interviews will be arranged virtually/physically with the Chair of Trustees, Chief Executive and one other JPF representative.

A second round of interviews may be scheduled in due course, depending on shortlisted candidates.

The preferred candidate will be invited to observe a Board Meeting as part of the recruitment process.

The successful candidate will join in early 2027.

Please let us know if you need us to make any adaptations or adjustments for your interview, or if there is anything we can do to support you with your application.

For more information about the Foundation, visit our website: **www.jackpetcheyfoundation.org.uk/**













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