



Classics for All



Trustee Recruitment Pack 2025

CHAMPIONING CLASSICS IN SCHOOLS

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About Classics for All

We believe that delving into the ancient world – through ancient history, classical civilisation, Latin and Ancient Greek – is not only enjoyable but also profoundly beneficial for all pupils. It enhances their cultural awareness, sharpens their language and analytical skills, and boosts their aspirations and achievements.

“ Latin is important and it has helped me a lot especially with my grammar and spelling. I enjoy Latin (even when it is confusing) because it is a fun challenge. Latin is one of my favourite subjects because when you understand it, everything clicks into place.
Year 10 student with English as an Additional Language
Acland Burghley School, London ”

We are currently developing a new strategy, and as a trustee you will have an opportunity to help shape and deliver our new vision.

Draft Vision

A future where every young person can unlock the wisdom, wonder, and imagination of the ancient world - regardless of background or circumstance.

Draft Mission

We believe that discovering the ancient world can transform lives.

That's why we work to:

- Ignite curiosity and a lifelong love of learning through the stories, ideas, and cultures of the ancient world
- Raise aspirations and broaden horizons by connecting students with the richness of the past
- Build cultural capital, giving every child access to the knowledge and confidence to thrive
- Empower state schools and teachers to bring Classics to life in every classroom
- Champion the value of Classics as a vital part of a broad, rich, and inclusive education



Draft Strategy Headlines



Deepen Impact

We will redefine and strengthen our offer for schools and young people—ensuring it is responsive, relevant, and transformative. We will measure and amplify the impact of Classics on students' aspirations, cultural capital, and love of learning, supported by robust systems that ensure long-term sustainability.



Expand Access

We will champion inclusive, engaging Classics that reflects the diversity of today's classrooms—removing barriers to participation and helping every child see the relevance of the ancient world to their own lives.



Elevate Profile

We will raise the visibility and voice of Classics for All —challenging outdated perceptions and making a compelling case for Classics as a subject that belongs to everyone, everywhere.

“Classics for All was absolutely key in helping our college increase our classical language provision. Since 2017, every single student at Reigate College has been given the opportunity to study Latin and Ancient Greek, regardless of the subjects they study, their academic ability or financial situation. At open evenings, parents often comment on how unique this is and how they wished they had been given the same opportunity.

Teacher, Reigate College”

Classics for All does not replace statutory funding, nor offer long-term subsidies to schools. We offer training and support so that children and young people, parents, schools and policy makers recognise the benefits of learning about the ancient world and make Classics part of the mainstream school curriculum.



Our governance

Our Board members are all passionate about changing young people's lives through accessing Classics education. They are responsible for the strategy and good governance of the charity, working in partnership with the Chief Executive.

There are up currently nine members of our Board, including the Chair and Treasurer. Trustees serve a three-year term which can be renewed.

The Board meets for formal meetings, both in-person and virtually, four times a year. Along with other duties, whilst voluntary, this represents a sizeable time commitment and hard work.

Board committees

In addition to the Board, there is a Finance and Operations Committee who meet quarterly. There are some other operational committees that support different aspects of our work. The committees are small groups of Trustees and volunteers, who focus on particular areas of the charity in line with strategic developments and make recommendations.

Trustees will be encouraged to join a committee best suited to their skills on appointment to the Board. Each committee will be led by a Chairperson who is responsible for the overall running of their committee.

- Finance and Operations Committee: develops and delivers the financial strategy of the charity, including the budget, financial controls and fundraising strategy. It is also responsible for risk management.
- Remuneration Committee: has oversight of the pay process for staff.
- Nominations Committee: responsible for leading Trustee recruitment.
- Philanthropy Advisory Group: supports our fundraising through activating networks and sharing ideas to develop our income generation activities.
- Events Committee: supports the ideation and delivery of events supporting our charitable goals.



Responsibilities of a Trustee

The Board of Trustees is legally responsible for the charity – this is a significant responsibility and one that should not be taken lightly. Trustees have responsibility for ensuring the charity is well run, financially secure, and doing the work it is meant to be doing. There are specific legal and other duties. It is recommended you look at the Charity Commission 'The Essential Trustee' guidance, which can be found [online here](#).

You can also view our profile on the [Charity Commission website](#). If you want to find out more about our current Trustees, visit [our website](#).

“ From the outset, Classics for All provided high-quality training, ensuring our teachers felt confident delivering Latin lessons through the Minimus scheme. Many staff had no prior experience of Latin, but with expert guidance, they quickly developed the knowledge and enthusiasm needed to bring the subject to life. The initial training sessions not only covered Latin vocabulary and grammar but also explored how to make lessons engaging, linking them to history, literacy, and even music. ”

Teacher, St. Catherine's CE Primary School, Bolton

Trustees are volunteers; they are not paid. Reasonable expenses can, however, be reimbursed (e.g. to cover travel costs).

As a Trustee, you will be acting collectively as part of the Board of Trustees. Together, the Board is responsible for all of the points above.



Role description

Trustees are expected to:

- set the vision, mission, values and objectives of the charity.
- develop the strategic direction of the charity; establish and monitor policies necessary for the proper governance of the charity's activities.
- ensure that Classics for All operates in accordance with its governing documents, and is accountable to its regulators, funders, members and beneficiaries.
- maintain oversight of the management of the charity's financial and other resources.
- support the Chief Executive.
- maintain oversight of risks faced by the charity.
- have regard for how the charity contributes to public benefit.
- appoint from its members representatives to other committees.
- ensure suitable representation of the charity to other bodies.
- promote Classics for All to external organisations, acting as spokespeople as necessary, and to review and develop partnerships with other organisations.
- to regularly appraise their own work, delegating responsibility to committees where necessary.

“I see things when I look around that I didn't notice before, like the Roman walls round Canterbury and the classical design of the British Museum.”
Student, The Archbishop's School, Kent

Skills

We need a well-rounded Board with a diverse skill set. No one individual is expected to have experience in everything, therefore we are always on the lookout for individuals who bring a range of experiences and differing perspectives to the group.

We are additionally interested in those who can bring experience from the legal world, digital transformation and marketing and communications.



Diversity and inclusion

As a social mobility charity, being inclusive is a fundamental value of Classics for All. We welcome applications from all eligible people and are particularly keen to receive applications from those who are from communities that are less represented within charity governance and Classics education. We are particularly interested in receiving applications from those who attended a UK state-maintained school, regardless of if Classics was offered at their own school. You do not need to be a Classicist to join our Board – there will be no Latin tests!

Other requirements

There are just a few more requirements. We are seeking candidates who:

- will be aged 18+ on 1 September 2025.
- are allowed by law (both company law and charity law) to be a Trustee. This means that you must not be disqualified from being a Trustee or Director. Individuals are disqualified if:
 - they have an unspent conviction for offences of dishonesty or deception (the same goes for attempting, aiding or abetting these offences);
 - they are currently declared bankrupt or subject to bankruptcy restrictions or an interim order;
 - they are subject to a debt relief order, a debt relief restrictions order or interim order;
 - they have been disqualified from being a company director;
 - they have unspent convictions for terrorism-related offences, money laundering or bribery;
 - they have violated certain Commission orders relating to finances or property;
 - they have committed misconduct in public office, perjury or perverted the course of justice;
 - they have disobeyed an order or direction of the Commission on application to the High Court;
 - they have committed civil contempt of court relating to false statements;
 - they are a designated person for reasons linked to terrorist activity by the Treasury;
 - Individuals who are subject to notification requirements under the Sexual Offences Act 2013
- are not subject to a disqualification Order under the Criminal Justice and Court Services Act 2000 or Protection of Vulnerable Adults List.



How to apply

The closing date for applications is Monday 4 August 2025 at 12noon. Please complete this [online form](#). The questions you will need to answer are listed below for ease of preparation. You will also be asked some diversity monitoring information. Please be assured that this information will not be used as part of the screening process.

If you have any questions please send these to info@classicsforall.org.uk with the subject line of "Trustee recruitment".

Unfortunately, we are unable to give feedback to applicants not shortlisted for interview. We actively try to provide feedback to candidates interviewed.

By submitting an application, you are giving permission for your personal information to be stored and processed for the purpose of arriving at selection decisions, for it to be used as a basis for a personal record if you are successful, and for sensitive data to be anonymised and used for the purpose of diversity monitoring.

Questions

Each question has a maximum character allowance of 1,500 characters (approx. 300 words)

What motivates you to support the teaching of Classics in state schools, and how does this align with your personal or professional experiences?

We are particularly interested in how your experiences have shaped your views on educational inequality and social mobility. Please share any relevant experiences that have influenced your commitment to widening access to Classics.

Trustees play an active role in the governance and strategic direction of the charity. Can you describe a time when you've taken on a leadership or governance role – formally or informally – and what you learned from that experience?

We are looking for evidence of your willingness to contribute time and energy to the work of the Board, and how you approach collaboration, decision-making and accountability.

What unique perspectives, skills, or lived experiences would you bring to the Classics for All Board, and how would you hope to contribute to our future development?

We are especially keen to hear from candidates with expertise in marketing and communications, legal, or digital transformation, but we also welcome other skills and experiences that could enrich our Board's diversity and effectiveness.





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