YOUTH MUSIC

Recharge Fund: Racial Equity

Q&A

WELCOME!

Make yourself comfortable

Please display your name and your organisation – including pronouns if you're happy to

Feel free to say hi in the chat!



Sound Connections
Credit: Bell Capsi

RECHARGE FUND TEAM



Jana Jammal – Programme Manager

Born and bred in Beirut. I lead on the day-to-day delivery and management of Youth Music's grant programmes and have supported with the design and delivery of the Recharge Fund.



Michelle Myrie – Grants and Learning Officer

I am the Grants and Learning Officer for Yorkshire and the Humber, and Industry Lead. I've played a key role in designing and delivery of the Recharge Fund. I'm also a drummer and DJ.



Carol Reid – Programme Director

I oversee Youth Music's Grants Strategy and the work of the Grants and Learning Team. I've supported the team with the design of the Recharge Fund. Outside work I love going to gigs and festivals.

Agenda

- Welcome, agenda and ground rules
- About Youth Music
- Recharge Fund overview
- Application Advice
- Q&A
- Support offers



Inclusive Practice in Action
Credit: Bell Capsi

Youth Music will...

- Be recording this session
- Send you the slides by email after the session ends
- Offer a break at least once an hour
- Build description into talking
- Have closed captions on
- Ensure that everyone who wants to, gets the chance to speak
- Send follow up responses to any questions that don’t get addressed today



The Herd
Credit: Holly Mateer

Taking care of yourself and others

- Keep yourself on mute. When you want to speak, use raise hand function, or raise your hand on screen
- You can also type questions in the chat
- Please be an active listener – and respectful of differing viewpoints and experiences
- You can move around/use fidget toys if you need to
- You can have your video on or off
- Take screen breaks when needed
- If you have any tech issues or concerns send us a message in the chat, or come off mute if you are unable to message

Cyber security and data protection

- This session is being recorded and will be posted onto our YouTube channel. If you would like to ask a private question, please stay on at the end.
- We have measures in place to maintain a safe and secure online environment.

What we ask of you

- Please don’t record or screen shot without permission
- Message a host if you have any concerns



Music x Code Summer Camp
Credit: Dan John Lloyd

ABOUT YOUTH MUSIC



ABOUT US

We’re a national charity. We help marginalised young people to make and monetise music.

Every year, we raise over £10 million to fund inspirational grassroots music projects and support aspiring young creatives up and down the UK.

We’re campaigning to break down barriers for young people facing inequity, exclusion and discrimination.

Youth Music is currently funded thanks to the National Lottery via Arts Council England, Postcode Lottery players, and support from partners, fundraisers and donors.

OUR GRANT-MAKING PRINCIPLES

These 10 principles shape the way we work with applicants and funded partners.

This means doing things like being flexible, being supportive and transparent and organising informational sessions like this one!

1. Be accessible
2. Be participatory
3. Don't waste time
4. Ask relevant questions
5. Accept risk
6. Act with urgency
7. Be transparent
8. Be flexible
9. Be clear about relationship
10. Have light touch reporting



We're part of the community of Flexible Funders. Read more about this work on the IVAR website.

CORE FUNDS

500 grants

8 – 10 application rounds per year

£10 million+ distributed

18% average success rate

12 grants team members

26 external funding advisors

TRAILBLAZER FUND

CATALYSER FUND

INDUSTRY CONNECT

NEXTGEN FUND

ABOUT RECHARGE FUND: RACIAL EQUITY

Why racial equity?

- Black and Global Majority creatives make significant cultural and economic contributions
- However, they have faced historic and systemic barriers that have limited their access to funding, opportunities and progression within creative ecosystems they have helped to shape
- This fund is designed to redress this by supporting growth, development, consolidation, or continuation of those organisations

You can read more about the insights that have shaped this fund on our website.



TACO!, BANG! SPLAT! WHOOSH!
Credit: Amanda Eatwell

KEY DATES

16 October 2026 - Online application open

04 December 2026 - Online application closes

25 March 2027 - Notification



Other Dates

19 October – 27 November 2026 - Application support offers

28 March – 29 April 2027 - Unsuccessful applicant's workshop

March 2027 – onwards - Funded partner support offer

1 June 2027 and 30 September 2027 - Start date of programme

The Recharge Fund

Who?

- Creative organisations working with children and/or young people
- Led by and for communities who experience racial inequality
- Must be eligible (see page 6 – 9 in guidance)

What?

- Core funding up to £120,000 over four years – e.g. up to £30k a year
- To support organisational development, resilience and wellbeing
- Programmes must last for four years
- More details on page 10 -11 in the Recharge guidance.

Our Investment

- Total investment of £2,400,000 across England – e.g. around 20 organisations funded
- A diverse mix of organisations (size, community, artforms)
- Spread across different regions in England

What do you mean by "led by and for" communities who experience racial injustice?

Example #1

We're Black-led, and much of our work is in Youth Justice and Alternative Provision, where racialised young people are over-represented. But our cohorts change often, so their demographics vary between programmes.

Would you consider us eligible for this fund? What evidence should we provide to show our work is "for" these communities?

Example #2

I'm not entirely sure whether we meet the eligibility criteria.

Our four directors are:

- Mixed White and Arab heritage
- English
- South East Asian
- Italian

We also work with a diverse team of freelancers and support young people from a wide range of backgrounds, with a majority from Black and Global Majority communities.

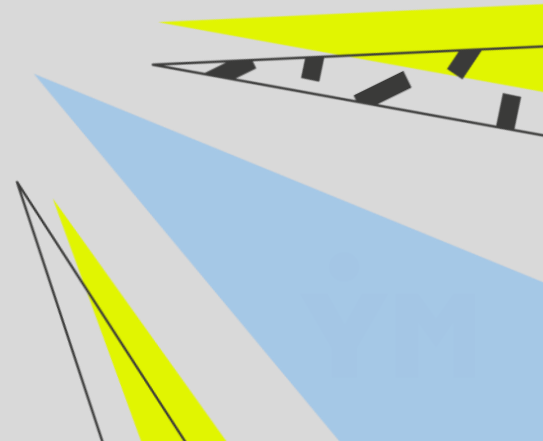
Who are your target communities?

Our focus is on communities who experience racial injustice – not terminology. We use Black and Global Majority but could be from:

- Black / African / Caribbean communities
- Any mixed or multiple ethnic background
- Latin American communities
- Indigenous communities
- Asian communities
- Arab communities
- Jewish communities
- Gypsy, Roma and Traveller communities.

Many are uncomfortable with grouping communities by race or ethnicity because of the harm these labels can cause. We recognise that this term is therefore imperfect and not everyone will identify with it.

In your application, please use whatever language feels right to you.



APPLICATION ADVICE

This fund has been the best fund we've received.

It hasn't just supported a project, it has helped us create a musical home where young people can learn, lead, and belong.

It gave us space to reflect, breathe deeper, and build from our strengths. We are now far more intentional, capable, and confident.



Peckham Digital: Music x Code
Credit: Mati Granica

Previous Recharge recipients

Our learning

We have learnt that **forecasting and planning** is very important to make things run smoother and grow the business, having focussed sessions in different areas e.g. funding, financial management accounts, staff and wellbeing, **mentorship programme helped massively and stopped a lot of anxiety.**

We have learnt that sustainability is very important and **securing funds for the future needs to be part of planning** instead of project delivery you also need to consider core funding and having it in place for a couple of years in advance.

Our recommendations

Our recommendations would be to look at everything as a whole that you do and **find the right balance** that can help you grow.

Physical and mental wellbeing is very important so prioritise that when your are taking care of other people, taking care of yourself first is a must!

Also **brainstorming, planning and forecast** is very important for sustainability make sure you make time to do all 3, also **remember to have fun**, laugh in a world that makes it hard to, enjoy your life and keep giving!



Marla Kether
Credit: Giulia Spadafora

Previous Recharge Recipients

Our learning

Core to our learning is the potential and impact of **youth leadership.** Through this project, we have taken this much further with our **young people becoming our company directors, employees and senior leadership team** to the extent that only one of our core team (the founder) is not an alumni.

Our recommendations

We would recommend any organisation **consider whether their approach embraces youth voice.** We would then recommend they **look for opportunities for youth leadership.** It is important to stress the distinction from having a "youth board/panel" or equivalent. Instead, we recommend **organisations bring young people onto the team as equals,** not in "youth" roles.



MORE RECOMMENDATIONS ...

- Prioritise **internal communication and wellbeing**; healthy teams create healthy programmes.
- Ensure you have **support for your CEO, Directors and Management**.
- Ensure that **new team members understand the culture** you are creating and are on board with the methods you use. Skills include tolerance, sensitivity and healthy leadership.
- Be honest about capacity and **avoid growth for growth's sake**. Sometimes slowing down is the best way to strengthen foundations.
- See neurodivergence and diversity not as challenges, but as **creative assets**.
- Listen deeply **to your community and build your strategy around their evolving needs**, not just funder priorities.

APPLICATION DOS...

- Design your programme around the organisation and communities' needs
- Use the full application to tell your story
- Get someone to read your application before you submit it
- Be specific wherever possible
- Consult with your community
- Ask for what you really need
- Explain what the numbers don't show
- Be honest
- Include your hidden costs
- Be realistic
- Consult the guidance and FAQs – contact the Youth Music team if you have unanswered questions
- Save an offline copy of your application
- Start your application before the deadline and get familiar with the online grants portal

APPLICATION DONTS...

- Design your proposal around a project or programme for young people
- Forget to include wellbeing
- Get AI to design your proposal
- Assume that the person reading the application knows your organisation or grant history
- Change what you want to do because you think Youth Music will like it
- Be over-optimistic with numbers and forecasting (if it might cause stress later down the line)
- Include a budget that doesn’t reflect your proposal

SPOT THE DIFFERENCE

Roots & Rhythms Collective is a community arts organisation based in Birmingham. We use music, spoken word and digital arts to support children and young people. We work with around 250 children and young people aged 11-25 each year, primarily from Black African, Caribbean, South Asian and mixed-heritage communities in areas of high deprivation.

We're a CIC governed by a board of five directors, four of whom are from communities experiencing racial inequality.

Roots & Rhythm CIC is a Black-led dance and spoken word organisation in Leicester. For six years we have run weekly creative sessions for 120 young people aged 8 to 19, most from Black and Global Majority backgrounds.

Our board, staff and freelancers are 70% Black and Global Majority, and our youth advisory group helps choose our programme.

Here are two summaries produced by different AI programmes. We include them here to show how similar AI applications can look. AI applications often come across as generic, and they struggle to convey your expertise.

Q&A

What is the difference between core and delivery funding?

Delivery costs pay for the activity you run with children and young people. Core costs pay for the organisation that makes that activity possible.

For example, delivery is the workshop. Core is the building, the team, the systems and the funding that let you run workshops for years.

Ask: “Would this cost still exist if we ran no sessions next month?” If yes (rent, a coordinator’s salary, bookkeeping), it’s core. If it only exists because of a particular session or project, it’s delivery.

Which proposal is best suited for the Recharge Fund?

We run multicultural music and dance workshops across the year for children and young people. We also organise family fun days in our city, celebrating our cultural heritage.

Proposal #1

We need funding for a stage, lights, a marquee, DJs, PA equipment for the fun days, And want to hire new dance teachers for the workshops.

Proposal #2

We ned funding for a part-time coordinator for the fun-days, volunteer training and a full-time fundraiser. A small share would support the workshops and event costs which can help grow our income.

What could a Recharge budget look like?

Example #1

Item & Description	Cost
Digital Consultant	£6,000.00
Patron subscription campaign	£1,500.00
3 MacBooks for increased capacity (in kind drum pads)	£3,600.00
Million Youth Media Training - this is to develop our skills in media training	£3,000.00
3 personal mentors for our management team	£18,000.00
Bid writer 2 days a week @£50 an hour 50 weeks per year	£3,600.00
4 x 3 day business breaks a year	£5,400.00
1 day a month reflection and challenge busting, 3 staff	£4,440.00
Annual gym membership	£2,957.00
Annual trip to see an inspirational show for all the team and our core youth	£2,250.00
Contribution to directors salaries	£3,000.00

Example #2

Item & Description	Cost
Consultant time 8 days @ £400 pd (5 yr1 3 yr 2)	£3,200.00
Officer time for Governance change 10 days year 1 10 days yr 2 @£200 pd	£4,000.00
Fund-raising/partnerships 10 days per years @ £200 pd	£4,000.00
Creative Camp venue hire year 1	£2,000.00
Director time for Creative camp 5 x£150 pd x 3 days yr 1 1 day yr 2	£3,000.00
Creative coach 1 day @£350 pd	£350.00
Clore Governance courses x 6 @ £100 pd x	£1,800.00
Resources: additional website pages, subscriptions and tech.	£600.00
CPD for Directors (Gov/Safeguarding/EDI @ 5 x £200	£1,000.00

We have a Catalyser Fund that ends after March 2028, can we amend our Catalyser Fund so we can apply?

No, this is in keeping with our approach to distributing investment as equitably as possible and supporting those who have not received multi-year funding before.

We have applied to a Trailblazer Fund, can we also apply to Recharge?

Yes, you can apply to both.

What are Personal Access Costs?

When you make an application to Youth Music Funds, you can build in personal access costs into your budget. These are costs that remove barriers to enable individuals to deliver on the proposal and undertake the grant reporting.

Examples of personal access costs that Youth Music could support:

- Assistive technologies
- Mental health support
- Support workers and personal assistants
- Travel
- Coaching or mentoring
- Accessible venues and spaces

Visit the access support page on our website to find out more.

QUESTIONS?

SUPPORT OFFERS

Access support to make your application

If you identify as Disabled and require additional support to make an application to Youth Music, you can apply to our **Application Access Fund**.

We offer funding of up to £900 for the application stage. You should apply for this money before you start your application.

What this could pay for:

- PA / support worker costs
- Mentoring / coaching (e.g. ADHD coach)


Bristol Beacon
Credit: Laura Palmer


Finding Rhythms
Credit: Fanny Beckman


Bristol Old Vic
Credit: Tundun Adebanjo



The Music Works - More Music
Credit: Robin Zahler

OUR APPLICATIONS

Our application format is flexible. It involves submitting information on the online platform, the main bulk of the application is a proposal which you can submit in various formats:

- Text
- Video (audio or audiovisual)
- Deck

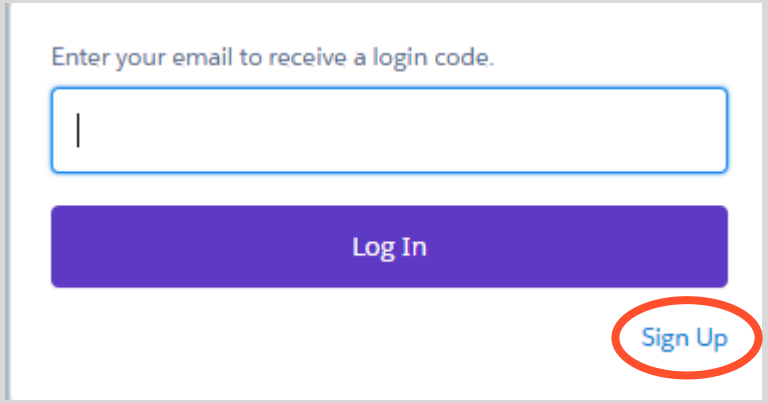
Please read our advice on submitting videos or decks.

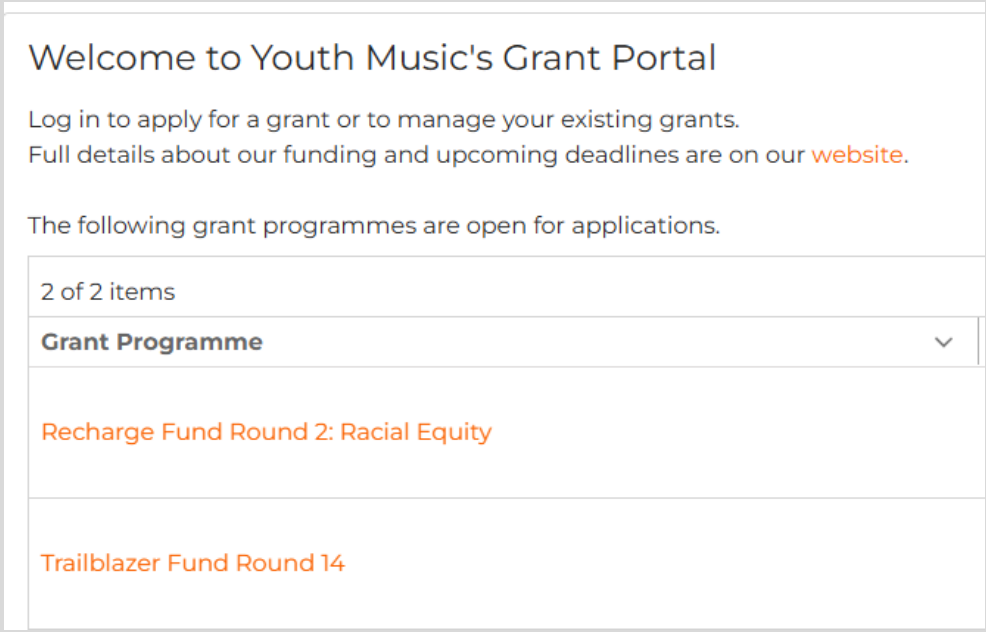
Youth Music doesn't assess style, so you can focus on your content, not how it looks. This applies to text-based applications too: we don't assess grammar or writing style. We just want you to share the key information in the clearest way that works for you.

THE GRANTS PORTAL

https://youthmusic.my.site.com/

The Youth Music online Grants Portal is where you submit your application.





If you don't have an account on the new Youth Music Grants Portal, you must **SIGN UP** first!

Once you have completed the sign up process, you can login into your account to submit a Youth Music application.

Select the fund you want to apply to on the welcome page and you will be redirected to the selected online application.

FURTHER SUPPORT

If you have any more questions, check out the FAQs to see if your question has already been answered.

For questions about eligibility, grants portal troubleshooting, or clarifications about our guidance - you can call or email the grants team. Email: grants@youthmusic.org.uk or call 020 7902 1060 (option 1).

You can book a 1:1 call with a member of our team to discuss your proposal and programme ideas.

Sign up for one of two application support workshops – for more in depth support on writing funding applications.

Visit the Recharge Fund page for more information.

YOUTH MUSIC

THANK YOU

If you have further thoughts, reflections or feedback, please get in touch via email.