



TRUSTEE

JOB PACK

wacarts.co.uk/vacancies
recruitment@wacarts.co.uk

Wac Arts





Dear Applicant,

Are you passionate about the arts and its positive impact on the next generation? Would you like to use your personal and professional skills to preserve a historic location and enhance your community? Are you interested in dynamic thinking, strategy planning, building positive relations and in expanding your network?

Wac Arts is seeking a new trustee to be part of its board of directors, helping realise the organisation's mission to nurture children and young people's creativity through the arts. In this round of applications, we are keen to hear from applicants who have experience in EDI (Equity, Diversity, Inclusivity) principles AND/OR in-depth experience of working in youth arts. We would particularly welcome candidates from the global majority who could provide the board the diversity in thoughts, lived experiences and skillsets that match the diverse community Wac Arts serves across London.

Why Wac Arts?

For more than 45-years, Wac Arts has delivered an accessible Arts Programme engaging an estimated 30,000 children and young people. We are experts in working with those from diverse backgrounds, bringing together young participants with different abilities, genders, ethnicities, cultures, religions and lived experience to take part and learn together. Continuing to build on its success, the charity is now looking forward to an exciting future with the ambition to continue to build its affordable arts programme, expand its reach through schools and community partnerships and support young artists and art made for children and young people.

Supporting Wac Arts charitable objectives is its civic responsibility of looking after the Old Town Hall building. A listed property, the building offers a vibrant home to various organisations as building partners or as short-term hirers.

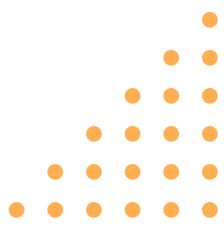
"At Wac Arts, we take great pride in the work we do in nurturing children and young people's creativity. Staying aligned to our mission, vision and purpose while meeting the various needs of running an arts charity requires a board that is skilled, diverse and passionate towards the cause. We are incredibly lucky to have such a board here and we look forward to welcoming you to it."

Bhuvan Sharma, CEO

This pack contains further information about Wac Arts and the role. If you would like to have an informal chat about this opportunity, or have any queries, please feel free to contact us on recruitment@wacarts.co.uk with the subject, "Trustee recruitment".

Thank you.

Margaret Gorman
Chair, Wac Arts.





ABOUT THE ROLE

KEY RESPONSIBILITIES

- Ensure the organisation pursues its stated objects as defined in its governing document, by developing and agreeing a long-term strategy
- Ensure the organisation complies with its governing document, charity law, company law and relevant regulations, codes of conduct and recognised sources of good practice in the sector
- Ensure the organisation applies its resources exclusively in pursuance of its charitable objects for the benefit of the public
- Ensure that the organisation defines its goals and evaluates performance against agreed targets
- Safeguard the good name and values of the organisation
- Ensure the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensure the financial stability of the organisation
- Protect and manage the property of the charity and ensure the proper investment of the charity's funds
- Be an active member of the Board and any specific committees.
- Approve (or not) the annual budget and statutory accounts
- Advance the organisation's work through regular attendance at its events and as ambassador for the Charity

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve scrutinising Board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.





ABOUT THE ROLE

TIME COMMITMENT AND SUPPORT

- The Board meets four times per year.
- Committees meet between two and four times a year depending on the specific committee
- Trustees are expected to attend performances and other meetings or events as representatives of the Board.
- This role is voluntary. Wac Arts will cover any related costs to travel, childcare, training or any other expenses borne by the trustee to attend the board meetings.

TERM OF OFFICE

Trustees are appointed to serve for three years, subject to review after one year, and typically for two terms. Trustees may serve for a maximum period not exceeding nine years.

DESIRABLE QUALITIES AND EXPERIENCES

- Good knowledge of EDI principles; AND/OR in-depth experience of working in Youth Arts
- Commitment to the organisation, its vision and values
- Commitment to equality, diversity and inclusivity
- The ability to devote the necessary time and effort to support the organisation effectively
- Strategic perspective, with good independent judgment and the ability to challenge assumptions constructively
- An alignment with the charity's values of creativity, courage, openness and nurturing the local community, especially children and young people's creative needs.
- The ability to advocate for Wac Arts and its work
- Able to adhere to the Nolan Committee's Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Lived experience of the people and local communities the organisation serves or should serve more





HOW TO APPLY

TO APPLY

Please send us your CV and a covering letter explaining why you are interested in becoming a trustee and kindly outline how your skills and experience meet the profile described in the desirable qualities and experiences above.

We also accept audio recordings (MP3 file) or a video application of up to 3-4 minutes (MP4) that can be sent via a WeTransfer link.

Please email your application to recruitment@wacarts.co.uk with the subject "Trustee recruitment application".

The application **deadline is Sunday, 30th March, 10am.**

Interviews will be held either online or at Wac Arts, date to be confirmed.

If you would like a version of this pack in an alternative format (e.g. large text), please feel free to contact us and we will do what we can to support your request. Please call us on 020 7692 5800 or email recruitment@wacarts.co.uk using the subject heading "**Trustee recruitment**".





HOW TO APPLY

EQUALITY

As an equal opportunities employer, Wac Arts is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy or maternity, race or ethnicity, religion or belief, gender identity, marriage or civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Wac Arts. We are looking for interest from people who reflect the diversity of London and the communities we serve.

At Wac Arts we strive to be a leader in diversity and inclusion. Reducing inequality is the cornerstone of our mission. It is vital that we understand the diversity of our own organisation accurately and at all levels.

As such, we would like to ask you to complete the optional form [here](#).





ABOUT WAC ARTS

MISSION

Nurture children and young people's creativity through the arts.

VISION

- An organisation that is nationally recognised for its expertise in providing accessible arts provision, and for playing a significant role in the creative journey of children and young people.
- An organisation for, by and with communities to engage, enhance and elevate youth arts.

PURPOSE

To provide access to arts for children and young people, particularly those who are experiencing barriers to participation.

GOALS – 2024-27

- Continue to provide an affordable arts programme for children and young people, irrespective of their background or abilities.
- Further develop the young company offering in place as part of the arts programme.
- Continue to provide Continuing Professional Development opportunities for teachers, young artist practitioners and those who engage with children and young people in the arts.
- As custodians, manage the upkeep of the Old Town Hall building as a community asset.
- Continually develop an organisational culture that promotes the charity's values and principles of inclusion, collaboration, and staff development.
- Be a financially resilient and sustainable organisation.

Our **Arts Programme** - www.wacarts.co.uk/home/what-we-do

Our HQ, **The Old Town Hall** - www.wacarts.co.uk/home/who-we-are/heritage

Our **Team** - www.wacarts.co.uk/home/who-we-are/our-team