



Impact Arts

TRUSTEE & ASSOCIATE RECRUITMENT 2021



BACKGROUND TO IMPACT ARTS

Established in 1994, Impact Arts is a national arts organisation which tackles inequalities in Scotland through creative engagement. We envisage a Scotland where everyone values and benefits from the power of creativity to transform lives.

We place innovation, enterprise and creativity alongside outstanding delivery, sound management and a strong ethos of partnership to tackle society's big issues. Our talented in-house and freelance artists across Scotland and beyond ensure that our artistic programmes, exhibitions, performances and events are of the highest quality. We exist to inspire creativity in people and regenerate our communities through a deep and rewarding relationship with the arts.

We have over 50 staff and 100 freelance artists working on services across Scotland with our Head Office in Glasgow and further bases in North Ayrshire and Edinburgh. We work with multiple partners and funders all with a strong ethos #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Skills Development Scotland, National Lottery Community Fund, Life Changes Trust and a range of other foundations and trusts.



BACKGROUND

The organisation has been through a period of significant growth over the last couple of years and our very successful virtual delivery models during Covid has allowed us to expand our geographical reach across Scotland. Looking to the future, we are hugely ambitious for the organisation and want to develop the impact we have across all the groups we work with. Our dedicated Board and Leadership Team are aware of the challenges that exist for people living in Scotland and are committed to the power of creativity in tackling these.

In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, particularly from those who are currently under-represented in the creative and arts sectors. Impact Arts welcomes all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that process barriers do not get in the way of applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to show your skills and relevant experience), please get in touch.

OUR STRATEGIC OBJECTIVES

- We will transform Children and Young People's lives through impactful arts and creativity.
- We will grow Communities to become stronger and empowered through creative engagement.
- We will support Older People the opportunity to take part in life enriching arts and creativity.

OUR VALUES

CREATIVITY

We always place creativity at the centre of all that we do.

INTEGRITY

We are always honest and truthful and act with transparency.

EQUALITY

We value people's right to be different and ensure everyone has equal opportunity.

KINDNESS

We always treat everyone with care and respect.

AMBITION

We are always ambitious in what we want to achieve for our partners, participants and colleagues.

OUR IMPACT IN 2019/20

A Year in Numbers

4866

people engaged in creative activity with Impact Arts: projects, events & exhibitions.

2697

people participated in creative projects led by Impact Arts

2169

people attended events as audience members

71%

of children showed improved confidence and self-esteem

70%

of older participants reported an improvement in their quality of life

603

people participated in community projects

OUR STRATEGY, ACCOUNTS & AWARDS

Our Strategy to 2022:

<https://www.impactarts.co.uk/content/about-publications/IMPACT-ARTS---OUR-STRATEGY-2019-2022.pdf>

Our annual report and accounts:

<https://www.impactarts.co.uk/content/about-publications/?cat=5>

Our Awards:

<http://www.impactarts.co.uk/content/about-awards/>

OUR NEEDS

Impact Arts is a leading Scottish creative social enterprise and registered charity. As such we are governed by our Board that is currently made up of 10 Trustees. All Trustees including our Chair (Jim Sweeney OBE), are volunteers and from a range of backgrounds. As a result they bring a wealth of experience and skills to the role. In order to take the organisation forward, the Trustees wish to appoint one new Trustee to the Board.

In addition, we are recruiting for a pool of voluntary Associates. Associates are skilled professionals with critical skills that could be accessed by the management team and Board for advice on their areas of knowledge and expertise. They will also be committed to the arts and understand and agree with the significant role that arts can play in changing lives and developing community spirit in our most deprived areas. They will contribute both to the discussion around the content of programmes and also to corporate issues such as policy and funding strategies depending on their skill sets.

TRUSTEE RECRUITMENT



TRUSTEE SPECIFICATION

Our Trustees will uphold and represent our purpose, vision, values and mission in a personal and professional capacity and will come from a range of backgrounds and relevant experience. We are particularly keen to receive applications from Trustees with experience in one or more of the following areas:

- Impact Arts' thematic areas of operation - mental health, employability, homelessness, criminal justice, care experience, older people
- Local authority/ Scottish Government policy
- Fundraising
- The arts & creative sectors

Given our expanding geographical reach, Trustees with networks out with Glasgow are encouraged to apply.

We are committed to increasing the diversity of our Board and warmly encourage applications from under-represented groups including BAME candidates or those with disabilities.

This post is not remunerated however reasonable expenses are payable in line with our standard expenses policy.

TRUSTEE RESPONSIBILITIES

- Accountable for the overall strategic leadership and direction of Impact Arts
- Championing and promoting the work of Impact Arts through their networks
- Overseeing the affairs of Impact Arts through efficient, effective and accountable governance
- Ensuring the organisation is professionally run, manages risk, operates strict financial controls and acts in accordance with its aims and objectives
- Upholding our core values

As a responsible charity, we take best guidance in upholding our duties and responsibilities as Trustees. The following link provides a full overview.

<http://www.scvo.org.uk/running-your-organisation/good-governance/governance-roles-and-responsibilities/>

The Office of the Scottish Charity Regulator (OSCR) has produced 'Guidance and Good Practice for Charity Trustees'. The document sets out in detail the duties and responsibilities of charity trustees in Scotland.

https://www.oscr.org.uk/media/3621/v10_guidance-and-good-practice-for-charity-trustees.pdf

THE COMMITMENT

The maximum number of Trustees is 11 and as a result we are currently looking to recruit 1 new Trustee.

Tenure is initially for 3 years (up to a maximum 3 terms of 3 years).

All Trustees must have or be prepared to gain an understanding of the legal duties, responsibilities and liabilities inherent in the role and be eligible to act as a Company Director and Charity Trustee. Profiles of our existing Board Trustees:

<http://www.impactarts.co.uk/content/our-people-board/>

The Board works closely with our Leadership Team:

<http://www.impactarts.co.uk/content/our-people-management/>

THE COMMITMENT

On average, each Board member would be expected to undertake the following:

- 4 x Trustee Board meetings held per annum commencing 5.30pm for approximately 2.5 hours duration plus preparatory reading in advance. (Generally held in Glasgow or Edinburgh, however during Covid, meetings are being held virtually).
- 1 x Annual Trustee Board strategy day
- 1 x Annual General Meeting & Showcase Event
- 1 x annual meeting with Chair
- Attend Sub Group Meetings as agreed. There is an expectation that Trustees will take Board ownership of one strategic theme. Current areas of focus include Finance & HR Committee and Property Working Group.
- Occasional meetings between Board Meetings, as agreed.
- Engagement with our exhibitions and events which run throughout the year (Trustees are expected to attend at least 2 events p.a.)
- Fulfil an ambassadorial role while meeting new contacts and networks

WHAT YOU CAN EXPECT TO ACHIEVE IN RETURN

- You will gain valuable networks through connections with other Trustees and the Impact Arts Leadership team.
- You will develop your strategic thinking, business skills and financial understanding which are transferable to all future roles.
- Ongoing support and mentoring will be available and the Chair of the Board will work with the appointed Trustee to conduct a training needs analysis at the outset of their tenure.
- Ultimately, as a Trustee, you will be able to make a real difference to a vibrant, national arts organisation that aims to support many young people in achieving their potential.

ASSOCIATE RECRUITMENT



THE COMMITMENT

Associate tenure will initially be for a period of 1 year with the potential to extend this thereafter.

In terms of time commitment, Associates will be invited to:

- 1 x Annual Trustee Board strategy day
- 1 x Annual General Meeting & Showcase Event
- Attend Sub Group Meetings as agreed. These will be formed in response to specific organisational developments and may comprise Trustees and/ or key members of the staff team
- Occasional meetings between Board Meetings, as agreed
- Engagement with our exhibitions and events which run throughout the year
- Fulfil an ambassadorial role while meeting new contacts and networks

PERSON SPECIFICATION

Our Associates will uphold and represent our purpose, vision, values and mission in a personal and professional capacity and will come from a range of backgrounds and relevant experience.

We are particularly keen to receive applications from Associates with experience in the following areas:

- Impact Arts' thematic areas of operation - mental health, employability, homelessness, criminal justice, care experience, older people
- Local Authority/ Scottish Government Policy
- Fundraising
- The arts & creative sectors
- IT & Digital
- Property

Given our expanding geographical reach, Associates with networks out with Glasgow are encouraged to apply.

We are committed to increasing the diversity of our Board & Associates and warmly encourage applications from under-represented groups including BAME candidates or those with disabilities.

HOW TO APPLY

We hope that you have found the Trustee & Associate Recruitment Pack informative and useful.

To apply for the Trustee position, please send a copy of your current CV and a supporting letter, as well as the voluntary equal opportunities form to clientpartners@aspenpeople.co.uk

For an informal conversation about this role please contact Debbie Shields or Emma Louise McEneaney on 0141 212 7555.

To apply for the Associate role, please send a copy of your current CV and a supporting letter, as well as the voluntary equal opportunities form to Fiona Doring, Impact Arts' Director at fdoring@impactarts.co.uk.

Within the supporting statement section of your application (one page maximum), you should provide clear evidence of how you meet the requirements within the Role Profile. Please also outline your motivation and aspirations for the role in your supporting statement and whether you seek to apply for the role of Trustee or Associate.

RECRUITMENT TIMETABLE

Closing date for applications	5pm on 29 th March 2021
Candidates will be advised of their application outcome	9 th April 2021
Interviews with our Selection Panel	21 st / 22 nd April 2021
Recommendation to Appoint to the Board	26 th April 2021
Candidates will be advised on appointment process	7 th May 2021
Board Induction Process begins include Disclosure Scotland check	10 th May 2021
Attendance at Board Meeting	17 th May 2021

THANK YOU FOR YOUR INTEREST

