



BOARD OF TRUSTEES

RECRUITMENT PACK

EAST ST ARTS

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Cover letter

Hello,

Thank you for your interest in joining East Street Arts as a Trustee. For those unfamiliar, we are a creative social enterprise and charity, committed to enriching cities through art, social events, and educational opportunities. The core of what we do is to provide artists with all forms of support, enabling them to create and affect more.

Our initiatives are visible in various forms – from buildings and high streets to local neighbourhoods. We stand by artists, believing in their ability to inspire and transform our world with their talent, energy, and innovative ideas.

This year, as we reflect on our 30-year legacy and look ahead to the future, we are transitioning to a co-leadership model. This shift from our founding dual artistic directors to a balanced structure with the addition of an Executive Director is a significant milestone.

We invite new Trustees to join us in our mission. People who are passionate about the arts, community engagement, learning, and socio-economic development. These roles are ideal if you are eager to contribute significantly to the progress of a vibrant, dynamic, and creative organisation operating in Leeds, with a national and international influence.

Our search is for new Trustees who share our commitment to artists and community development, believe in nurturing a city's infrastructure, and uphold care and equity at the core of our operations. We seek individuals with specific skills outlined in this pack, yet we remain open to diverse contributions that can expand our reach and impact.

We warmly invite applications from communities historically under-represented in leadership and governance roles. This includes candidates from LGBTQIA+ groups, d/Disabled individuals, and those representing the global majority.

If you're contemplating a Trustee role but are uncertain, feel free to reach out for an informal chat. We can share insights about the role and address any questions to help you make an informed decision.

We eagerly await your response and look forward to the possibility of you joining our team.

Nick Ramshaw
Chair

This year, as we reflect on our 30-year legacy and look ahead to the future, we are transitioning to a co-leadership model. This shift is a significant milestone.

Introduction to East Street Arts

East Street Arts is a visual arts organisation and registered charity in Leeds. We were founded 30 years ago by artists Jon Wakeman and Karen Watson with a vision to support the visual arts sector and its artists. Our work is expansive and we support artists in many ways, including: providing affordable space for artists through temporary and permanent artist studios; delivering bespoke artist support for individuals, artist-led spaces and the wider sector through shared learning and research; curating an annual public programme that engages our local communities; and running the UK's first Art Hostel, a unique accommodation designed entirely by artists.

Our main office (Patrick Studios), the Art Hostel and our art and technology space (Convention House) are all situated on St Mary's Lane, Leeds, LS9.



Vision, Mission and Values

Vision

Artists will create positive change.

Mission

We support artists to create resilient and sustainable practices that will affect positive change in the places we live and work, whilst also disrupting social and sector inequalities.

Values

Agile

We are open and responsive to new ways of working and ideas. We adapt our approach wherever possible to provide bespoke support.

Courageous

We are challenging and proactive in our response to social, sector and wider inequalities.

Transparent

We communicate effectively, internally and externally, to ensure we are open about who we are, what we do and why we do it.

Inclusive

We reflect the diverse society we live in. We create a safe and caring environment for everyone.

Original

We are unique in our approach. We ask questions, research new ways of working and innovate.

Nurturing

We support anybody who wants, or needs, to develop an artistic practice. The support we offer is expansive and encouraging.



Our Board of Trustees

Nick Ramshaw, Chair

Nick is a creative leader with 30 years' experience in the world of branding and a committed fan of culture and a resident of Leeds. Nick is an independent governor of Leeds Arts University, and a past board member of Scottish Book Trust and President of the Design Business Association.

Rodolfo Barradas, Vice-Chair

Originally from Portugal, Rodolfo has lived and worked in Leeds and Yorkshire since studying at the University of Leeds. He has a background in communications and policy making and is currently a Senior Policy Advisor in the Civil Service. Rodolfo is also a trustee for Hope For The Future, a national climate action charity, and was previously trustee of Freedom Studios theatre company in Bradford and a Young Trustees Movement Ambassador.

Andrew Gillam

Andrew is a Chartered Surveyor and Member of the Chartered Institute of Building with over 35 years' experience in property development. He is currently Head of Property at Leeds Teaching Hospitals NHS Trust and a keen supporter of arts and culture. Andrew is an advocate of the arts and a regular attender to cultural events.

Jean Dent

Jean is a chartered surveyor who was Director of Development at Leeds City Council. A keen supporter of arts and education charities, Jean was previously a governor of two primary schools in Leeds and Leeds Beckett University, and a founding trustee of The Tetley Contemporary Arts Centre.

Mark Wilson

Born and schooled in the East of Leeds, Mark has worked in education for more than 25 years and is now Chief Executive of an education charity that operates schools in the North and East of England. Innovation, creativity and inclusion are key tenets of the charity Mark leads.

Minoti Parikh

Born and raised in India and now based in Leeds, Minoti is a highly accomplished entrepreneur, public speaker and creative practitioner with over 15 years of international experience. She is the founder of TPL Experiences, a business for good consultancy firm working with organisations on building inclusive workspaces. Minoti also volunteers her time as a Business Leader in Residence at Lancaster University.

Saby Sambhi

Having qualified as a solicitor in 2012, Saby is now a Partner in the Corporate team at Black's Solicitors in the Leeds HQ, with experience in all areas of corporate and commercial work, including acquisitions, disposals, restructuring, and shareholders' agreements.

Will Arnold

Will is a Chartered Accountant specialising in mergers and acquisitions. He has over 22 years of professional services experience and was a founder partner in 2012 of Sentio Partners LLP, an independent Leeds based corporate finance practice. Will is committed to the success of the Leeds city region as a place to live and work and recognises the place of culture at the heart of a successful city.

Who we are looking for

We appreciate the unique insights and perspectives that personal experiences contribute to a robust and diverse Board of Trustees. In this spirit, we are inviting candidates who have skills, networks, work or lived experienced in any one of following areas, or can bring transferrable skills from other sectors:

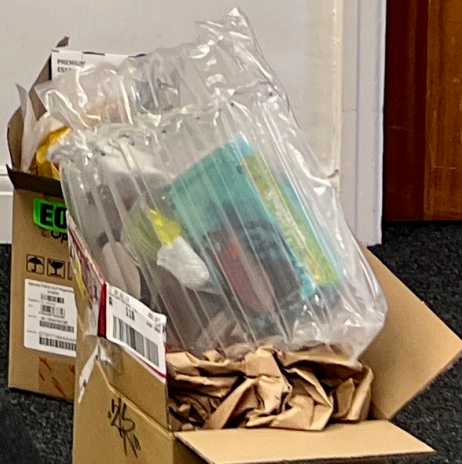
- Philanthropy and fundraising in the charity sector.
- Knowledge of local business and economic development.
- Hospitality (particularly in hotels) or travel and tourism sector.
- Commercial ventures and diversifying income generation.
- Environmental sustainability or climate justice.
- Diversity, equity and inclusion.
- Arts and culture, especially as a practising artist or creative producer.
- Leeds communities such as Harehills, Chapeltown, Burmantofts, Mabgate, Lincoln Green, or Beeston.

You don't have to have been a trustee before. We particularly welcome applications from candidates who identify as LGBTQIA+, d/Disabled, Global Majority backgrounds, and those living in Harehills, Chapeltown, Burmantofts, Mabgate, Lincoln Green, or Beeston.

If you resonate with any of these criteria, we're eager to connect with you. Joining the Board at East Street Arts is more than attending meetings; it's about being an integral part of a team, engaging in meaningful dialogue, representing our values as an ambassador, and actively contributing to our collective vision of supporting artists creating positive change.



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The role of a Trustee

As a Trustee on the Board, your role will be integral in overseeing the strategic direction, sustainability, and governance of the charity. Your contributions will be vital in several key areas:

- Advancing and achieving the charity's aims and objectives while maintaining appropriate documentation.
- Actively engaging in shaping the charity's strategy, including the establishment of objectives and targets.
- Contributing to the development and enforcement of our values and standards.
- Overseeing the prudent management and allocation of the charity's financial resources.
- Providing support and oversight to the Directors.
- Your skills, knowledge, experience, and impartial judgement will be essential in fulfilling these responsibilities.

You can find out more on the Charity Commission website about the six main duties of charity trustees and being a charity trustee, with their five minute guides. We are also happy to arrange an informal conversation with any of our trustees.

We will provide support during onboarding and training as required to trustees.

Terms of appointment

Trustees are appointed for an initial term of three years, with the possibility of renewal for a total tenure of up to six years. It's important to note that Trustees do not receive a salary, fee, or any form of remuneration from the charity. However, reasonable expenses incurred in the course of their duties will be reimbursed.

All Trustees are required to disclose any potential conflicts of interest that might affect their ability to act in the best interests of the Charity. They are also expected to adhere to the Board's Code of Conduct.

Commitment expectations

The board convenes four times a year, typically at our main office in Leeds (preferably in person, but with the option to join virtually too), with each meeting scheduled every three months. Beyond these meetings, Trustees are generally expected to dedicate at least 10 days annually to actively support the charity's initiatives. This involvement may include:

- Participating in strategic sub-committees.
- Attending various events and activities organised by the charity.
- Assisting in the delivery of specific projects, especially in areas where certain skillsets are needed.
- Engaging in networking and advocacy efforts on behalf of the organisation.

We understand that as a voluntary role your availability will need to be considered and would welcome a conversation regarding time commitments and how we can make being a Trustee accessible for you.

How to apply

Pre-application

If you are interested and would value an informal conversation about becoming a Trustee, we would love to hear from you and can arrange an informal conversation with any of our trustees.

Please email Anita Kumari, Executive Director, at anita@esamail.org.uk to express your interest.

Submitting your application

To apply, please provide a copy of your CV and:

- (a) cover letter (max 2 x A4 pages)
or
- (b) a video or voice recording (max 5 mins) in an easily downloadable format.

In your application please outline:

- Why you want to become an East Street Arts Trustee
- What experience you may bring to the Board of Trustees
- Your name, contact details and confirmation that you have the capacity to commit to becoming a Trustee.

To apply, send your application by email to anita@esamail.org.uk

Alternatively, if you require any adjustment to the above methods of application for any reason, please contact Anita Kumari by email at anita@esamail.org.uk or by calling 0113 248 0040.

Deadline for applications is **Sunday 10 March 2024**.

We expect interviews to take place in person on **Monday 25 March 2024**. Let us know in your application if you're not available on this date. We will send you the interview questions in advance.

Successful candidates will be invited to join our Board Meeting from 5-7pm on 23 April 2024 as observers and to meet the rest of the Board. Following this, we will follow up with you to confirm whether the Board and you would like to confirm your position as a Trustee. This will be formalised at the next Board meeting on 23 July 2024.

We look forward to hearing from you.



EAST ST ARTS

artists will create positive change

registered charity 1077401
eaststreetarts.org.uk
@eaststreetarts



Supported using public funding by
**ARTS COUNCIL
ENGLAND**