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WYSING ARTS CENTRE TRUSTEE INFORMATION PACK

"Wysing, a modernist campus which means business... a hotbed of study, a hub of artistic industry, a nationwide resource for art theory and a factory of inspiration"

Mark Sheerin, Artdependence Magazine

Wysing Arts Centre is a progressive arts organisation that develops new ways to support artists and enable art and ideas to reach a wide range of people in unexpected ways. Through its innovative work, Wysing influences the development of the visual arts sector in the UK, Europe and, increasingly, the wider world.

Wysing has enjoyed a period of sustained growth over the past ten years: delivering capital and infrastructure improvements; securing inclusion into Arts Council England's National Portfolio; and establishing strong partnerships including with the Plus Tate network.

Wysing is committed to Equity, Diversity and Inclusion and as part of our work in this direction, we would like to ensure that new Trustees bring diverse perspectives to the organisation. We are particularly keen to recruit a Trustee who has lived experience of being a neurodivergent* person or a disabled person.

If you would like an **easier to read** version of this pack, please email info@wysingartscentre.org

*It is estimated that around 1 in 7 people (more than 15% of people in the UK) are neurodivergent, meaning that the brain functions, learns and processes information differently. Neurodivergence includes ADHD, Autism, Dyslexia and Dyspraxia.

<https://archive.acas.org.uk/neurodiversity>

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THE ROLE

BACKGROUND:

Within our current Business Plan 2018-22, Wysing has a dedicated Equality, Diversity and Inclusion policy and action plan. The action plan sets out measurable actions for us in areas such as our programme, audience, staffing and governance.

Wysing actively seeks to give a platform to voices that are perceived to be marginalised or under-represented. We are a Disability Confident accredited employer, have invested in Mental Health Awareness and training, and have implemented a range of development, including Unconscious Bias training, within our staff team.

As we look to the future, we want to ensure that our Board can bring a variety of perspectives and experiences that support us in this work. As an organisation that is seeking to support artists, audiences and staff from all backgrounds we would welcome applications from all sections of the community.

Wysing's board currently has two members who identify as ethnically diverse (one identifies as Black) and 80% are female, non gender conforming, or LGBTQ+. We would like to appoint a Trustee who can speak of neurodiversity or disability as a lived experience. Skills around organisational accessibility or inclusion, or capital development, commercial income generation or compliance are welcomed, but not essential.

We are seeking individuals who, though not necessarily visual arts specialists, are passionate about art and culture and who have these skills to ensure the successful implementation of the Business Plan to ensure Wysing continues to thrive as a progressive and inclusive arts organisation that develops new ways to

support artists, and enables art and ideas to reach a wide range of people in unexpected ways.

Previous experience as a Trustee would be welcomed but is not necessary. We are happy to discuss training needs, and it may be possible for a current Trustee to act as a buddy or more formal mentor, if needed.

If you are interested in being a Trustee at Wysing and would like to approach us with a different skill or experience which you think would augment our Board then please do get in touch.

SUMMARY

The Board of Trustees is responsible for:

- The overall governance and strategic direction of the organisation.
- Ensuring the organisation pursues its objectives as defined in its Business Plan.
- Working in partnership with the Director and senior staff team and supporting all employees in achieving the goals of the organisation; and optimising the relationship between the board of Trustees and the staff.
- Compliance with all legal and regulatory requirements
- Stewardship of Wysing's assets, both tangible and intangible.
- Ensuring Wysing's governance is of the highest possible standard.

RESPONSIBILITIES

In relation to Wysing's Board

- Contribute to the formulation of strategic plans and regular review of long-term strategic aims of the organisation.
- Contribute to the development of organisational policies, define goals, targets and evaluate performance against agreed targets.
- In conjunction with the Head of Operations ensure Wysing complies with all legal, regulatory and statutory requirements.
- Ensure that Wysing's financial obligations are met and that there are adequate financial controls in place.
- Ensure that tangible and intangible assets such as Wysing's brand, good name and reputation are recognised, used and safeguarded.
- Ensure that major risks to Wysing are regularly identified and reviewed and that systems are in place to mitigate or minimise these risks.

- Ensure that Wysing's governance structure is appropriate to Wysing's size, objectives and reflects the diversity of its users and ensure major decisions and policies are made by trustees acting collectively.
- Create a strong, profitable and fulfilling working relationship with other trustees and the Director through review and self-reflective evaluation of contributions and effectiveness of the board.

In relation to the arts community

- Foster relations with potential funders and donors.
- Represent the organisation as a spokesperson at appropriate events, meetings or functions.

In relation to the organisation

- Protect and manage the property of the organisation.
- Ensuring adherence and compliance around key policies to e.g. Code of Conduct, Equality, Diversity and Inclusion Health & Safety and in all decisions and discussions of the Board and its sub-committees.
- Attend and be a member of other committees or working groups when appropriate.
- In order to perform the above role, the Trustee should have reasonable access to all staff and information, in line with the board's fiduciary duties.

PERSON SPECIFICATION

Essential

- An appreciation of Wysing's role within the visual arts sector.
- Understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship and adhering to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Commitment to Wysing's objectives, aims and values and willingness to devote time to carry out responsibilities.
- Strategic and forward looking vision in relation to Wysing's objectives and aims.
- Good, independent judgement, political impartiality and the ability to think creatively in the context of the organisation and external environment.
- Good communication and interpersonal skills and the ability to respect the confidences of colleagues.
- Balancing tact and diplomacy with willingness to challenge and constructively criticise.

- Have skills and expertise in either accessibility and inclusion; or commercial strategy, ideally in the area of maximising and generating revenue for a venue, site or arts organisation; or compliance monitoring, or another skill that will augment our Board.

Desirable

- Prior experience of committee/trustee work.
- Knowledge of the type of work undertaken by the organisation.
- A wider involvement with the visual arts sector.
- Experience of committee work and some experience of charity finance.

REMUNERATION: The role of Trustee is not accompanied by any financial remuneration, although expenses for travel may be claimed.

Time Commitment

- The Board meets at Wysing four times a year usually in the evenings.
- There is an annual Board Away day
- In addition to Board Meetings, other contact – usually electronic or by telephone – will be necessary.

EXCLUSIONS FROM HOLDING TRUSTEE POSITIONS

Sections 178 and 180 of the Charities Act 2011 disqualifies anyone who:

- Has been convicted of particular offences, unless the conviction is spent. Please see <https://knowhownonprofit.org/governance/improving-your-governance-practice/trustee-recruitment-and-induction/trustee-disqualification> for more details on the offences included
- Has an undischarged bankruptcy.
- Has previously been removed from Trusteeship of a charity by the court or the Charity Commissioners.
- Is under a disqualification order under the Company Directors Disqualification Act 1986.
- Anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register.

USEFUL LINKS FOR PROSPECTIVE TRUSTEES

The Essential Trustee: What you Need to Know. The Charity Commission

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

The Hallmarks of an Effective Charity. The Charity Commission

<https://www.gov.uk/government/publications/the-hallmarks-of-an-effective-charity-cc10>

Conflicts of Interest: A Guide for Trustees

<https://www.gov.uk/government/publications/conflicts-of-interest-a-guide-for-charity-trustees-cc29>

ABOUT WYSING

OUR VISION / A progressive and inclusive workplace for the arts that develops ways to support artistic development and enables everyone we work with to explore their creative potential.

OUR MISSION / To provide a radical and discursive creative environment within which artistic ideas can be explored and developed, particularly those engaging with wider societal concerns.

OUR VALUES / Wysing believes that art and artists have a vital role to play in society and that opportunities in the arts have not always been fairly shared or accessed by all. We believe that everyone who wishes to should have the opportunity to explore their creative potential. We develop programmes that support artists at every stage of their lives and careers. We develop programmes that offer time and space for personal development, artistic growth and experimentation, and access to supportive networks. We actively seek to give a platform to voices that are perceived to be marginalised or under-represented. We are committed to establishing national and international partnerships and collaborations that support innovative and experimental art and culture to be created and shared.

ORGANISATIONAL OBJECTIVES 2018 – 2022

1. **ARTISTS:** Enable artists of all backgrounds to thrive
 - Develop a range of programmes that support artists and artistic practice
 - Increase the diversity of artists we support
 - Develop local, national and international strategic partnerships and networks

2. AUDIENCES: Enable a range of audiences to engage with contemporary art and ideas

- Deliver high quality public and engagement programmes
- Be strategic in targeting audiences for art
- Work beyond our geographic boundaries

3. ASSETS: Enable financial and organisational resilience

- Develop and sustain new models of self-generated and contributed income
- Invest in staff development and governance
- Maximise the potential of our unique site

STRATEGIC OVERVIEW

Through its innovative work, Wysing influences the development of the visual arts sector in the UK, Europe and, increasingly, the wider world. As a respected and well-connected institution operating outside the usual gallery system and urban context, Wysing is uniquely positioned to develop programmes that provide opportunities for the exchange of knowledge and ideas, and which reflect on the role of art, artists, and arts organisations in society; acting as a testing ground for new ideas that are fed productively back into the art mainstream through extensive networks and partnerships.

Integral to Wysing's ethos is the provision of space, support and finance to enable a diversity of artists to progress their ideas. Artists of all backgrounds and at all stages in their lives participate in a range of programmes that are developed in response to their needs. Artists often speak of Wysing as a defining moment in the development of their practices. In addition, there are specialist programmes for young artists, which include free studio provision, mentoring, workshops and public presentations.

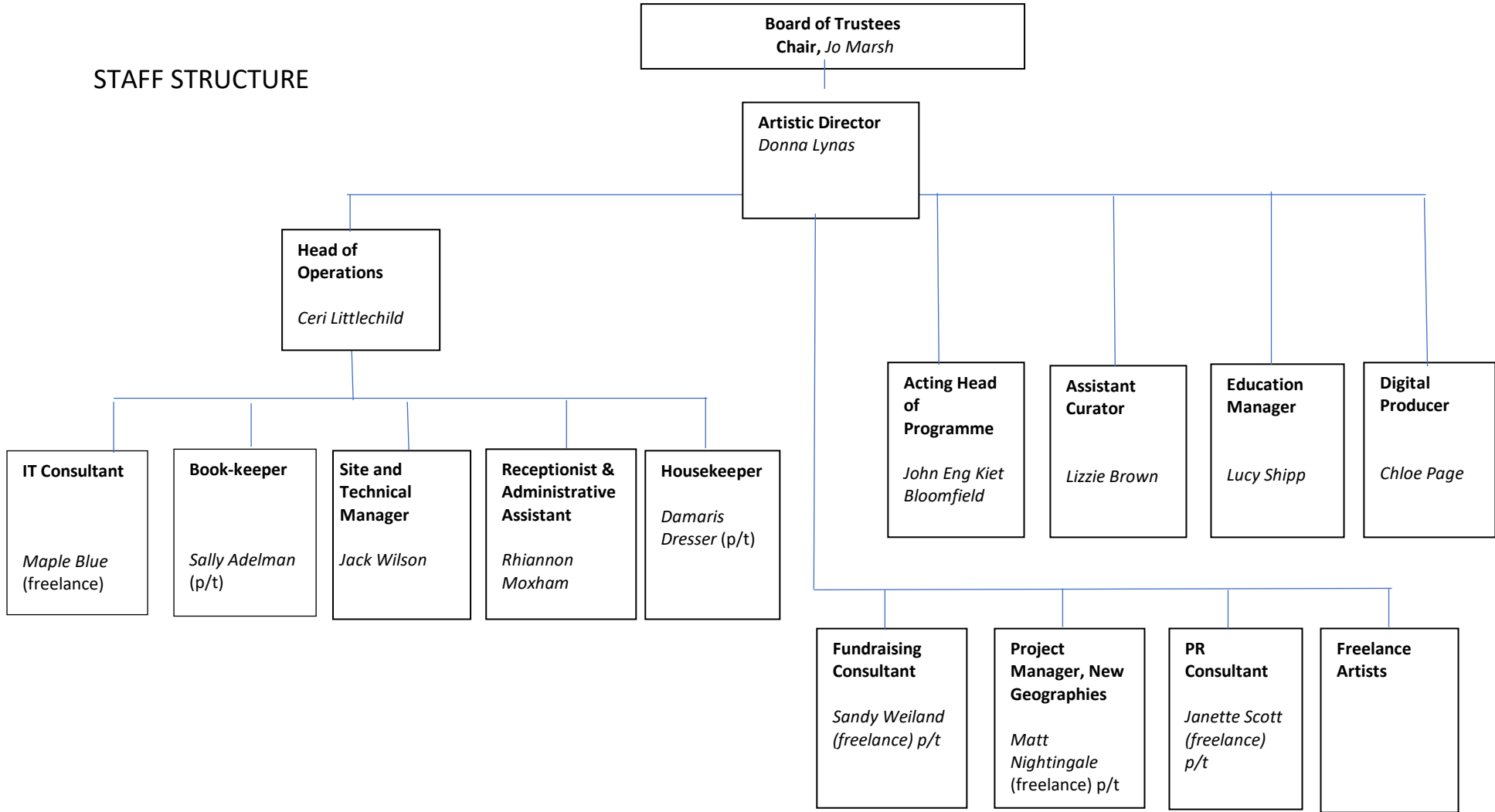
Wysing delivers a range of public programmes that provide different entry points for a wide range of interests and abilities to access contemporary art and to develop their creativity. Programmes reflect the complexities of contemporary life and have included explorations in race, gender, ecology, societal issues, and alternative educational and learning structures alongside practical workshops and courses.

Wysing ensures that the innovative work developed by artists participating in its programmes reaches a wide range of audiences through digital and online

initiatives, and through a range of partnerships that enable it to reach audiences regionally, nationally and internationally. Established in 1989, Wysing's large site in rural Cambridgeshire has been significantly developed and encompasses artist studios, a large gallery, a music recording studio, educational and project spaces, onsite accommodation, ceramics facilities, and outdoor space with sculpture.

'Wysing has established a brave and imaginative emphasis on experimentation and critical discussion in which the Wysing community and the broader community, are given every opportunity to participate. They offer the practical support of space, time and resources for artists to engage with the more challenging aspects of their creative activities and to bring these to fruition.'
Phyllida Barlow CBE, Artist representing the UK at the Venice Biennial 2017

STAFF STRUCTURE



BOARD OF TRUSTEES

Jo Marsh, Chair – Jo is a consultant who develops brand strategies for organisations in the cultural sector. Jo joined the board in 2015 and became Chair in 2017.

John Bickley - John is a freelance fundraising consultant and was previously Managing Director of the international choir The Sixteen. Prior to this he was Development Director at Britten Symphonia, and for twenty-five years an Artists' Manager. He joined the Board in 2009.

Jenny Brooks - Jenny was one of four founding directors of Wysing in 1989, and then became a member of the Board when the organisation became a charity in 1994.

Terry Brooks - Terry was one of four founding directors of Wysing in 1989. He served as its chair until June 2002.

Michaela Crimmin - Michaela is a curator; Reader in art and conflict at the Royal College of Art; co-director of Culture+Conflict; and Associate lecturer at Central Saint Martins. Michaela joined the board in 2013.

Jessica Lack – Jessica is a writer and arts journalist writing regularly for national broadsheets and art magazines. Her new book 'Why Are We Artists?', 100 World Art Manifestos is published by Penguin Modern Classics. Jessica joined the board in 2012.

Harold Offeh – Harold is an artist whose work encompasses performance, social practice, video and photography. He studied at the University of Brighton and the Royal College of Art, London. He has shown widely both in the UK and abroad and joined the Board in March 2018.

Sarah Wells - Sarah is an experienced Finance Director and was previously Finance Manager at Wysing before moving onto the board. She has a wealth of financial experience including as CEO of The Arches, Glasgow. She joined the board in 2016.

Rummana Naqvi Ladak – Rummana is currently Head of Individual Giving at National Portrait Gallery. Prior to this she was Development Manager,

Major Gifts at The National Gallery and Individual Development Manager at Whitechapel Gallery where, in 2012, she launched the gallery's young patrons group First Futures and worked on its endowment Future Fund. She joined the board in 2018.

Catherine Bray – Catherine is Head of Arts at Little Dot Studios and is a director, producer, writer and broadcaster. Her shorts and feature films have screened at Sundance, SXSW and the BFI London Film Festival, and she has written/broadcast for Variety, Sight & Sound, BBC1 and Radio 4. She joined the board in 2018.

Soheila Sohkanvari - Observer to the Board, representing Wysing's studio artists.

STAFF

Donna Lynas, Director

Since 2005, Donna has developed Wysing's identity as a research centre for the visual arts; introducing experimental artists' residencies and retreats and commissioning and curating ambitious projects including the annual festival of art and music. Donna was instrumental in delivering Wysing's RIBA award-winning capital development project which opened in 2008 and now offers a unique set of facilities including purpose-built artists' studios. Donna is Chair of the Contemporary Visual Arts Network in the East and plays an active role on the steering committee of the Plus Tate network of Directors. Previously, Donna was Curator at South London Gallery (1999-2005) where she established the gallery's influential performance and off-site programmes and worked with artists including Christian Boltanski, On Kawara, Joelle Tuerlinckx and Keith Tyson on their solo exhibitions, alongside curating a number of group exhibitions. Prior to that, Donna was Curator (1997-99) and Touring Exhibitions Organiser (1995-1997) at Modern Art Oxford.

Ceri Littlechild, Head of Operations

Ceri joined Wysing in July 2018 from Cambridge City Council where she was the Public Art Support Officer since 2016. She has extensive experience in project delivery and event management through her support to the Public Art Panel where she managed major Council commissions, conducted sector research and developed an in-depth evaluation process. Prior to this

Ceri was Executive Assistant to the CEO of Cockpit Arts, London. Previously, she was the Mill Road Street Coordinator for Cambridge City Council for three years where she championed and supported the vitality and vibrancy of the area through the creation of a community partnership group and set up a Traders' Association, prepared a business case, financial plan and membership package in order for it to transition to a self-funding organisation. Ceri is also an artist and illustrator specialising in portraiture and figurative work and enjoys teaching, workshops and facilitating art events.

John Bloomfield, Curator/Acting Head of Programme

John joined Wysing in 2016 and before which he was an editor at Black Dog Publishing alongside which he worked as a freelance curator, developing exhibitions and projects for Arcadia Missa, Flat Time House, MOT International and Tate. John has held positions at the British Film Institute and Rich Mix, London and has also worked as researcher and talks and screenings manager for the artist Isaac Julien. John has an MA in Film Studies from UCL, London and is taking a leading role in developing new online and digital curatorial platforms and content for Wysing.

Lucy Shipp, Education Manager

Lucy joined Wysing in July 2018, having previously worked to develop projects and relationships with schools and young people across the University of Cambridge Museums. In 2016-17 Lucy was part of the Engage Extend Leadership programme. She has been working in museum and gallery education since graduating from University College Falmouth in 2010. She has previously held positions at Watts Gallery – Artists' Village, Tate and the V&A. She is passionate about the positive benefits of accessing and participating in the arts.

Chloe Page, Digital Producer

Chloe joined Wysing in January 2020, after graduating from an MPhil in Criticism and Culture at the University of Cambridge in 2019, where she was researching digital technologies, coding, and new media in literature. Alongside this, Chloe is co-founder and co-organiser of two ongoing arts event series across London and Cambridge, plant! and XD, working closely with DIY Space for London and focusing on experimental arts, music, and digital aesthetics. She has previously been involved with Resonance

Extra, Balamii Radio, and London-based queer arts and events collective TREMORS TV.

Lizzie Brown, Assistant Curator

Elizabeth works with the programme team to provide care and support for the many artists we work with at Wysing, both onsite and online. Elizabeth joined Wysing in November 2020 from the exhibitions team at MK Gallery. She has previously worked with South London Gallery, The National Gallery, the Arts Council, and Bold Tendencies & Hannah Barry Gallery, and has also worked as a freelance writer. She graduated from the MA Curating the Art Museum at The Courtauld Institute of Art in 2017 where she curated CORPUS: The Body Unbound with her fellow MA students at The Courtauld Gallery.

Hannah Wallis, DASH Curator in Residence

Hannah joined Wysing in March 2020. Hannah is an artist-curator, researcher and co-founder of Dyad Creative. Now working between UK and France, Dyad Creative is supported by GUILD, a three-year programme advocating sustainable growth and resilience in the face of fast-changing social and economic structures. Hannah has previously worked to develop aurally diverse practices with Aural Diversity and Deafroots, and currently works as research assistant and public engagement consultant for performance company ZU-UK.

Jack Wilson, Site and Technical Manager

Jack joined Wysing in October 2018, from Arnolfini, Bristol where he was Assistant Producer and before that Operations Assistant. Prior to working at Arnolfini, Jack was Assistant Manager at The Surrey Vaults music venue in Bristol, alongside being involved with artist-run space The Brunswick Club and a core member of CHAMP art collective.

Rhiannon Moxham, Administration Assistant

Rhiannon joined in November 2018, prior to which she worked in the art department of Hills Road Sixth Form College, Cambridge. She has previously held roles in visitor services at Tate Modern and at Cinenova Feminist Film Distributor, London. In 2017 Rhiannon attended the Circuit Conductors training programme led by Wysing and Kettle's Yard and continues to run artist workshops.

Damaris Dresser, Housekeeper/Caretaker

Damaris joined Wysing in September 2019 and has held the Circuit Studio at Wysing since May 2018. Prior to joining Wysing, Damaris worked as a freelance Artist Facilitator and she continues to run workshops for Wysing and Kettle's Yard, as well as doing private art tutoring. Damaris has previously devised and run an Arts Award project for Kettle's Yard, worked in the Art Department at The Leys School, and worked as a Painting Assistant at Science Ltd.

OUR CODE OF CONDUCT

http://www.wysingartscentre.org/images/uploads/PDFs/Wysing_Code_of_Conduct_Poster.pdf

RECRUITMENT PROCESS

We would be happy to receive an expression of interest in the form of a CV and letter, maximum two pages long, outlining your interest in being a Trustee of Wysing and how you meet the key criteria in the Person Specification.

If you would like to discuss the role with either Wysing's Director, Donna Lynas; Head of Operations, Ceri Littlechild; or Chair, Jo Marsh, then please call 01954 717104 or email ceri.littlechild@wysingartscentre.org

Deadline for expressions of interest: 12 noon, Monday 11 January 2021.
Expressions of interest should be emailed directly to Ceri Littlechild