



WYSING ARTS CENTRE
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WYSING ARTS CENTRE TRUSTEE INFORMATION PACK

"Wysing Arts Centre was founded ... with a utopian vision to create space for artists to live and work. Today it is as experimental as ever ... pioneering an experimental approach to artistic practice, learning and curating." Louise Benson, Elephant Magazine, 2019

Wysing values the freewheeling imagination and believes that everybody has the right to time and space for creativity, away from the distractions of daily life.

The Arts Centre, based in Bourn, Cambridgeshire, includes 20 studios for artists who live nearby, a 17th century farmhouse where visiting artists stay, a gallery, a ceramics studio, a recording studio, fields, woodland, and several outdoor artworks.

Wysing invites artists from across the world to stay here and reflect on their practice without the pressure of producing new work; time spent without a plan can often be when the best new ideas emerge. Wysing often supports artists who have not been well supported by mainstream gallery and funding systems. Several artists who have spent time at Wysing have gone on to be Turner-prize or Paul Hamlyn Award winners, including Larry Achiampong, Ain Bailey, Helen Cammock, Gustav Metzger, Jade Montserrat, Charlotte Prodger, Laure Prouvost and Tai Shani. Some artists go on to have exhibitions in Wysing's gallery, and many participate in Wysing's lively programme of events.

Wysing engages people of all ages through artist-led workshops, events, online projects, gatherings and an alternative art school called *The Syllabus*. There is a young people's programme that has a focus on reaching people from rural areas. Wysing is currently building a youth council who will have decision-making

powers in the organisation and is also investigating how to be more accessible, including different ways to share its resources – land, buildings, skills, and knowledge – more equitably.

WYSING'S VISION

To cultivate the freewheeling imagination.

WYSING'S MISSION

Wysing believes in the transformative social and personal benefits of art and creativity, and that a more just world can only be achieved if everyone has equal access to the time and space needed to imagine it. Wysing provides accessible opportunities and resources to think and create, outside the habits of daily life. We support artists to develop their talent; we advocate for the immense value they have in the world, and we work to create the conditions necessary for them to have sustainable careers.

WYSING'S VALUES AND AIMS

- **Collaborative:** Work together to build resources.
- **Generous:** Model change, sharing our resources equitably.
- **Agile:** Create and seize opportunity.
- **Attentive:** Listen to what people have to say, and respond effectively.
- **Transparent:** Build trust, and be open about how we work.
- **Ethical:** Avoid causing harm to people and the planet.

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

THE ROLE

BACKGROUND:

Wysing has recently appointed new Director, Rosie Cooper, and she has been working with the Wysing staff team to draw up a new vision and business plan for the organisation towards 2026. Wysing's new plans respond to the Arts

Council England's Let's Create Strategy, with a series of objectives around Investment Principles.

As part of our commitment to the Investment Principles, we want to invite new Trustees to join us to bring new expertise to our Board and to the organisation as a whole. We are particularly looking for individuals with experience in the following areas:

- Environmental sustainability and responsibility
- Commercial income generation
- Digital marketing and digital production

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 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 and wider 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 any of the following areas, or others that may compliment our Board:
 - accessibility and inclusion
 - or commercial strategy, ideally in the area of maximising and generating revenue for a venue, site or arts organisation;
 - Environmental sustainability
 - compliance monitoring

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 – these are usually hybrid, with the option of joining on site or online
- There is an annual Board Away day
- In addition to Board Meetings, other contact – usually electronic or by telephone – will be necessary
- This translates to approximately 30 hours per year

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>

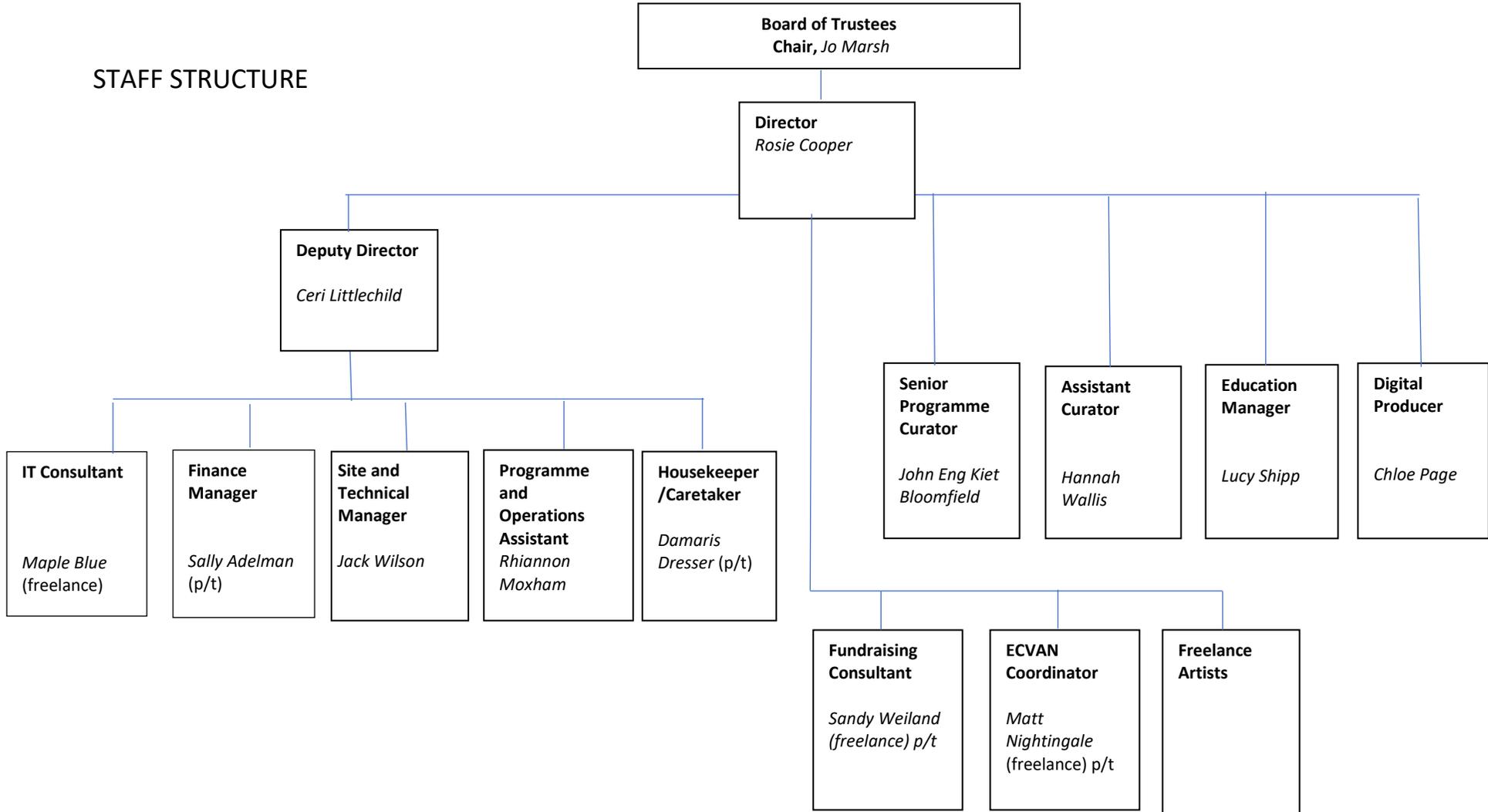
The Hallmarks of an Effective Charity. The Charity Commission

<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>

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 - (Vice Chair) is a freelance arts development consultant. Previously he was Manager of the choir The Sixteen, Development Director at Britten Sinfonia, and for twenty-five years ran an artists' agency. A current major project is managing the StoryLab Research Institute at Anglia Ruskin University in Cambridge. John has been on the board since 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.

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.

Hannah Zafiropoulos is a curator interested in performativity, pedagogy and participation. She has curated exhibitions and programmes at Tate, Tensta konsthall, Fondazione Sandretto Re Rebaudengo, Gasworks and

Calvert 22 Foundation. She studied at the Courtauld Institute of Art and the Royal College of Art, London. She joined the Board in September 2021.

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

<http://www.wysingartscentre.org/about/contact>

STAFF

Rosie Cooper, Director

Rosie joined Wysing in late September 2021. She was previously Head of Exhibitions at De La Warr Pavilion in Bexhill-on-Sea, and Head of programmes at Liverpool Biennial. She brings to Wysing her extensive experience of working in the UK visual arts sector, and a strong record of championing art as a tool for social change. She is also a trustee of IntoArt, a visual arts organisation based in south London working with people with learning disabilities, and a trustee of Home Live Art, producers of performance and community gatherings across south east England and beyond.

Ceri Littlechild, Deputy Director

Ceri Ann Littlechild 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 through her support to the Public Art Panel where she managed major Council commissions and a grant programme. Prior to this Ceri was Executive Assistant to the CEO of Cockpit Arts, London.

She has event management and community development experience through her role as Mill Road Street Coordinator at Cambridge City Council. For three years she worked to champion and support the vitality and vibrancy of the area, setting up a Traders' Association and a range of community projects and events including pop up cinema and the first Mill Road Feasts.

John Bloomfield, Senior Programme Curator

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.

Hannah Wallis, Assistant Curator

After completing a curatorial residency at Wysing Arts Centre as part of Future Curators Network; a programme supporting the career development of D/deaf and Disabled Curators, in partnership with DASH, Hannah now works full time within the Wysing team.

Committed to the long-term application of accessibility practices within the arts and working rights of artists, Hannah has worked with Aural Diversity, Deafroots, The National Gallery, London, DASH and ZU-UK; and serves as associate board member for a-n Artists Information Company as well as trustee for Two Queens Gallery, Leicester. Having previously worked as part of the exhibitions team at Nottingham Contemporary, Hannah currently works in an associate capacity to lead on Caption-Conscious Ecology.

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, Programme and Operations 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 (max 2 pages) and letter outlining your interest in being a Trustee of Wysing and how you meet the key criteria in the Person Specification (max 1 page). We welcome applications in video or audio format if preferable.

If you would like to discuss the role with either Wysing's Director, Rosie Cooper; Deputy Director, Ceri Littlechild; or Chair, Jo Marsh, then please email ceri.littlechild@wysingartscentre.org to schedule a call.

Deadline for expressions of interest: Sunday 31 July 2022

Expressions of interest should be emailed directly to Rosie Cooper and Ceri Littlechild:

Rosie.cooper@wysingartscentre.org

Ceri.littlechild@wysingartscentre.org