

# Recruitment Pack

# Trustee



## Absolutely Cultured: About us

Absolutely Cultured is a cultural development organisation passionate about the ability that arts and culture have to be a vehicle for change.

Our mission is to facilitate social, economic and cultural transformation by placing creativity at the heart of people's lives, their ambitions and aspirations.

We work in partnership across the city to ensure that the spark that was lit in Hull UK City of Culture 2017 never goes out, and to seek out opportunities to strengthen Hull's cultural landscape.

Over the next three years we aim to consolidate our place as a key sustainable cultural organisation, operating from a cross-artform venue in the city centre, with a view to make Hull an even better, brighter place to live, work, play, visit and learn.





# Trustee Recruitment

Absolutely Cultured's Board of trustees is chaired by Lee Corner and currently comprises eight trustees. We are looking to appoint four new trustees in 2020 and identify those who might like to join us in future years to replace trustees whose tenure is due to end.

This is a three-year appointment which is unremunerated but with reasonable travel expenses covered.

We are seeking interest from candidates with a commitment to and interest in our core purpose. Experience of the areas outlined below would add to our collective skillset, and we welcome approaches from those considering their first trustee/director role as well as experienced non- executives.

- ◆ **The arts and creative industries**
- ◆ **Voluntary and community sector**
- ◆ **Marketing and digital**
- ◆ **Fundraising**

We are holding an informal evening where interested candidates can meet current Trustees and the team and learn more about the work of Absolutely Cultured and the role (*see below for date*).

## The Trustee Role

Absolutely Cultured's Board of Trustees (the Board) is legally responsible for ensuring that the organisation achieves its mission. The role of trustees on the Board is to ensure the organisation has a clear vision, values, and strategic direction, and is focused on achieving these.

Trustees are responsible for the performance of the charity and its culture and ensuring that Absolutely Cultured complies with all legal and regulatory requirements.

Absolutely Cultured's trustees act as guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application, and ensure that the organisation's governance is of the highest possible standard.

Trustees provide strategic guidance for the organisation, using their skills, backgrounds and contacts to assist the organisation in continuing to make a real difference and ensure its sustainability.



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# Nolan Principles of Public Life

As a company Absolutely Cultured is committed to upholding the Nolan Principles as below:

## 1. Selflessness

Holders of public office should act solely in terms of the public interest.

## 2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

## 3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

## 4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

## 5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

## 6. Honesty

Holders of public office should be truthful.

## 7. Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.



## Duties

The principal duties of our Trustees are:

- ◆ To ensure that the fundamental values and guiding principles of the charity are articulated and reflected throughout the charity with its trustees, staff, volunteers and beneficiaries, and to safeguard and promote Absolutely Cultured.
- ◆ To determine the overall strategic direction and development of the charity, by agreeing organisational policies, budgets and objectives, and to ensure targets are set and performance is measured against such targets.
- ◆ To ensure the charity complies with its governing documents, relevant legislation and regulatory requirements.
- ◆ To exercise effective overall control of the charity's financial affairs and to ensure that the way in which the charity is administered is not open to abuse, unscrupulous associates, employees or volunteers and that the systems of control are rigorous and constantly maintained through regular evaluation and improvement in light of experience.

Other Requirements:

- ◆ To represent the Board at functions and events, and lead or be a member of committees/panels/groups as appropriate.
- ◆ To work collaboratively and towards consensus in making decisions to support the effective operation of the charity and its performance.
- ◆ To inspire confidence and build positive relationships with principal stakeholders.
- ◆ To share a belief in the transformational potential of arts and culture.

## Diversity

Absolutely Cultured is committed to reflecting on its governing body the social diversity of the constituencies it serves. We are actively seeking Trustees to reflect a multitude of experiences and backgrounds, and encourage applications from BAME and LGBTQIA+ and people with disabilities.

## Time Commitment

Trustees are expected to attend the quarterly Board Meetings and one full away-day per year. In addition, you may be invited to serve on the Finance and General Purposes Sub Committee which also meets four times per year, and task-specific sub-groups as required.

Attendance at the company's events and launches is also required.

Trustees are appointed on a three year term of appointment which may be extended for a further three years.

## To Find Out More

To discuss the role informally please contact [jo.cole@absolutelycultured.co.uk](mailto:jo.cole@absolutelycultured.co.uk) to learn more about our work and the role of a trustee.

For further information visit [absolutelycultured.co.uk](http://absolutelycultured.co.uk).

We are based at 64 Humber Street, HULL, HU1 1TU.

## How to Apply

Please send the following to [jo.cole@absolutelycultured.co.uk](mailto:jo.cole@absolutelycultured.co.uk).

- ◆ CV
- ◆ Covering letter (no more than two pages) and a
- ◆ Completed [Equal Opportunities Monitoring form](#)

## Closing Date:

Midnight, Sunday 5 April 2020

