



Trustee Horsecross Arts

Horsecross Arts Ltd is seeking new members of the Board of Trustees



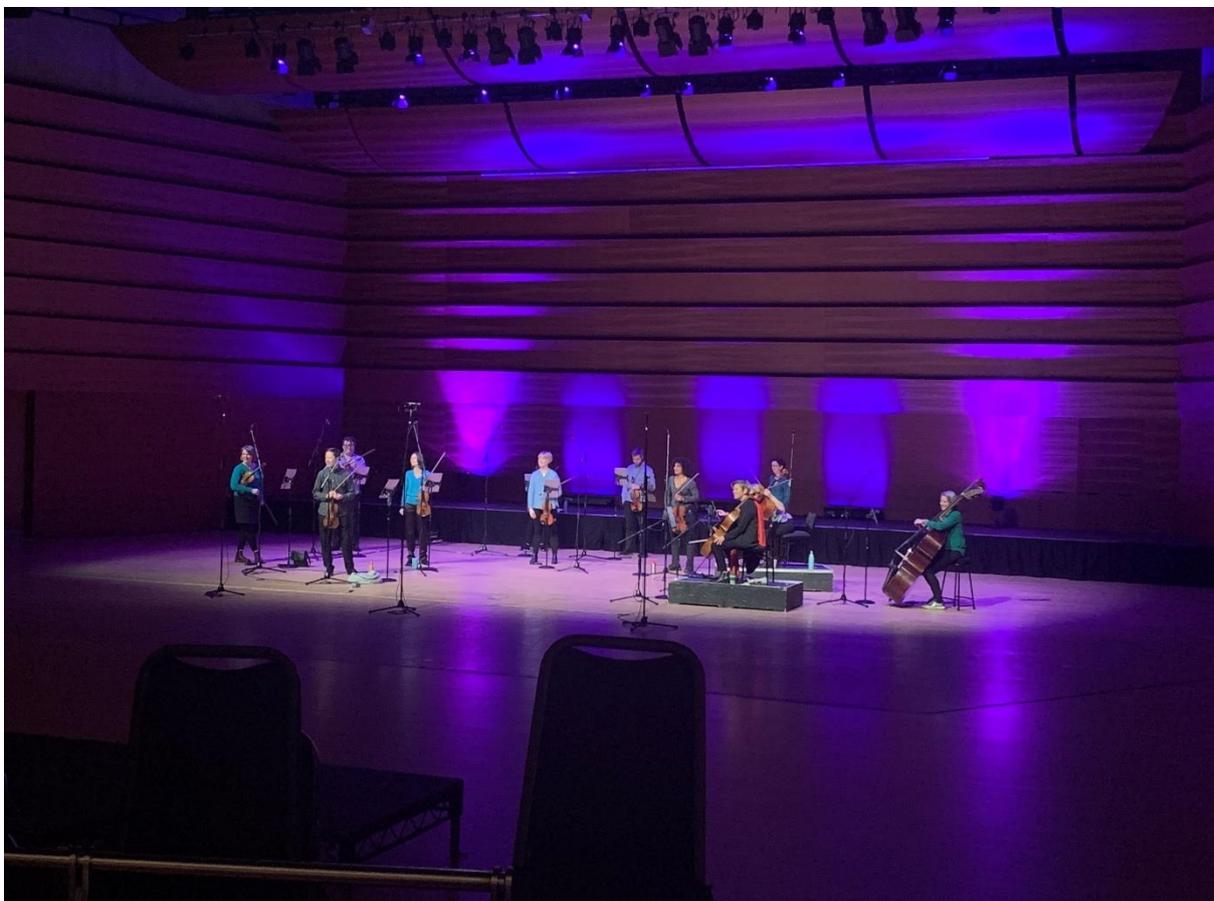
Horsecross Arts is the creative charity behind Perth Theatre and Perth Concert Hall. We produce around 500 events annually across 4 performance spaces. We work from our base in Perth city centre and in the wider region. Horsecross exists to connect our local communities with artistic activity, to animate the city of Perth and to enrich the lives of those with whom we engage. We are an important contributor to the local economy, drawing large numbers from both within and outside Perth and Kinross.

Our venues form a major part of the Scottish cultural infrastructure. We produce contemporary and classic plays in Scotland's oldest repertory theatre, provide key touring locations for major acts and emerging performers across a range of music genres and present outstanding classical orchestras, conductors, and musicians in one of Scotland's finest Concert Halls.

Horsecross runs a participation programme for all ages and abilities and boasts the oldest continually running youth theatre in the UK. We work in partnership across the region bringing arts and people together through projects like Dance with Parkinson's, we run the UK's only Autism Youth Theatre, convene adult choirs and wind bands, as well as giving performance opportunities to young people who play Scottish traditional music. Our programme aims to offer creativity for all.

We recently agreed a revised programming strategy which seeks to place communities and audiences at the heart of everything that we do. This signals a move to a clearer set of programme priorities to guide us as we build back from the COVID crisis.

In December 2019, a new Chief Executive took up post with the remit of addressing internal and programming issues, and to redevelop the model of operation. We have made great progress in strengthening our board to ensure robust governance and redesigning internal system for robust management for a stable future.



Structure

Horsecross Arts Ltd is a charity and a company limited by guarantee. It has a trading subsidiary – Horsecross Trading Ltd which is used to maximise income through hires, catering, and other ancillary activity.

We are an Arm's Length External Organisation (ALEO) to Perth & Kinross Council which is also the sole member of the company limited by guarantee. Whilst operating as an independent charity, we work closely and in partnership with our parent local authority, who is also a major funder.



Board and Sub-Committees

The board consists of up to 12 members - 9 independent members, and 3 members appointed by Perth and Kinross Council. We are seeking to strengthen the skills of the board to best support the organisation into the future. The full Board meets at least 4 times a year.

The Board have recently constituted a new sub-committee structure, with the following sub-committees established from autumn 2020:

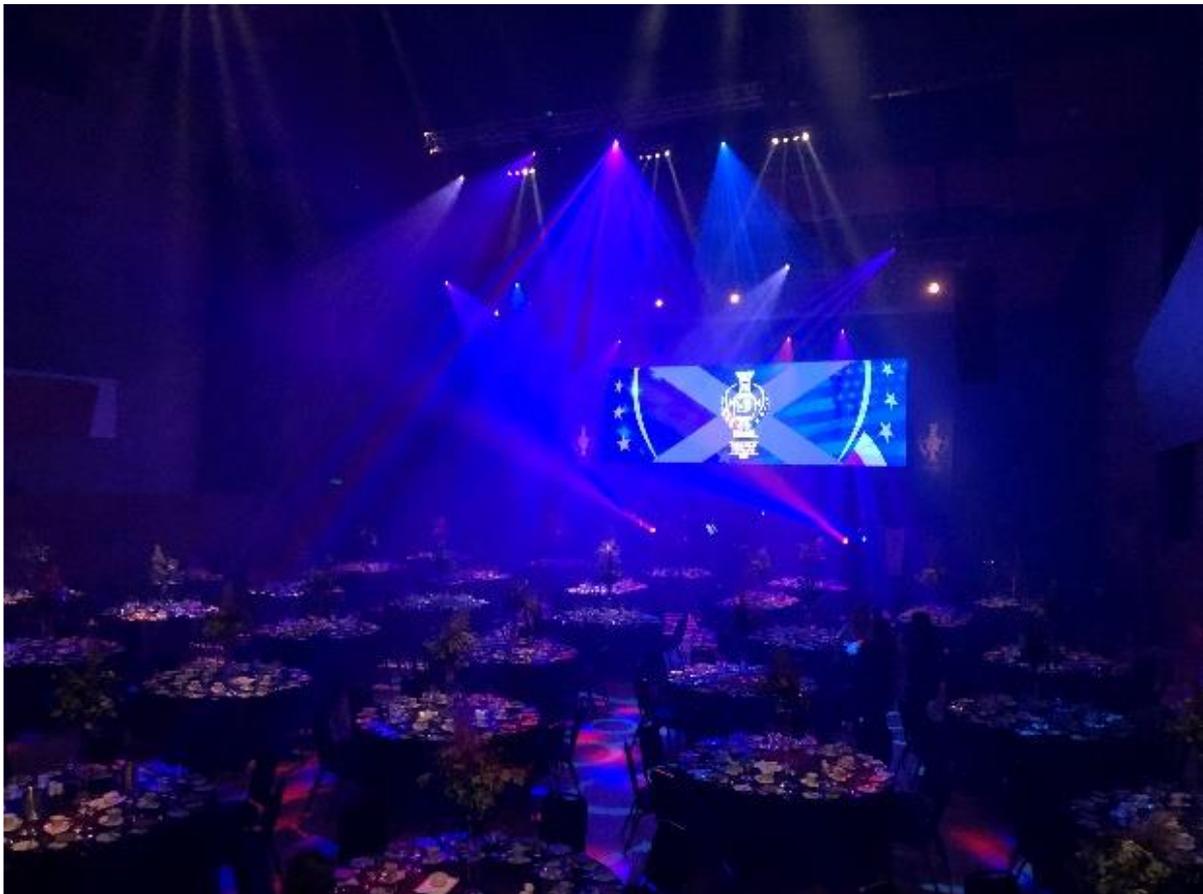
- Finance and General Purposes Committee: to oversee financial matters, risk management and audit
- Nominations Committee: to oversee the appointment of new trustees and the appointment of the Chair and any Vice-Chairs
- People Committee: to oversee contracts and remuneration of the executive staff team, to oversee our People Policies and Health & Safety practice

Impact of the Pandemic

Like all performing arts organisations, Horsecross closed its buildings in March 2020. We have received over £1m in emergency support to enable the organisation to survive the pandemic, including £1.08m from Creative Scotland as well as accessing the Coronavirus Job Retention Scheme.

Throughout the pandemic we have attempted to provide online creative opportunities from our daily blog of culture and community – *Keep Going Together*, to streamed performances from the Scottish Chamber Orchestra, staging a weekend of community creativity through Fun Palaces and a set of window displays for a socially distanced evening trail, and our acclaimed Zoom panto “*Oh Yes We Are*” which reached audiences, locally, nationally and internationally.

We reopened our buildings and welcomed audiences back in September 2021. So far responses have been strong, and audiences are delighted to return to live performance.



Funding

Horsecross Arts would usually see a turnover of c.£5M annually. This is generated through ticket sales, hires, catering income and philanthropic support from individuals, trusts and foundations, and sponsorship.

Horsecross Arts enjoys the support of major funding from Perth & Kinross Council (£1.1M for 2020/21 under a Service Level Agreement), Creative Scotland (£533K per annum under their Regularly Funded Organisation scheme) and the Gannochy Trust (£67K in 2021/22).

The organisation has increased its efficiency in fundraising during the pandemic and continues to push forward with funding bids to secure an increased percentage of income from fundraised sources.



The Role of Trustee

Horsecross is now seeking new Trustees to support the organisation into its next phase of development, to ensure robust governance practices are in place, and to work closely with the CEO on the future of the organisation.

The Board of Trustees governs the organisation, supported by the Executive Staff Team. The focus is on driving the organisation's development, rebuilding after the impact of the COVID pandemic in a financially sustainable manner, and developing our offer to the people of Perth and Kinross and the wider public.

The general duties of a charity trustee are set out in law. You can read about them in detail at: [Trustee Duties](#). All Trustees are unpaid and give their time voluntarily.

We provide an induction to all trustees to ensure that they are fully aware of their legal duties as well as gaining an understanding of the organisation, its work, and beneficiaries.

In summary, a charity trustee:

- Seeks to ensure that the charity acts consistently with its purposes
- Acts with care and diligence; charity trustees must manage the affairs of the charity with the same care and diligence that it is reasonable to expect of someone managing the affairs of another person
- Puts the interests of the charity first, in circumstances capable of giving rise to conflict of interest between the charity and any person responsible for their appointment
- Fulfils their duties under company law.

We ask our Trustees to adhere to the 7 Nolan Principles of Public Life. These are:

- Selflessness
- Objectivity
- Integrity
- Accountability
- Openness
- Leadership

Time Commitment

The Board meets formally at least 4 times per year, with additional meetings if required. We hope to undertake an annual board away day also. Board members may also be asked to sit on sub-committees and represent the Board at performances, events, and stakeholder engagement throughout the year. We have returned to in-person board meetings though some sub-committee and ad-hoc meetings continue online.



Equalities, Diversity, and Inclusion

Horsecross Arts is committed to equality of opportunity for everyone. We value the diversity of our communities and are committed to ensuring that no group or individual is unfairly excluded or disadvantaged in terms of their ability to access the wide programme of services the organisation provides and with whom it employs and works.

Horsecross will aim for diversity in the membership of its Board of Trustees to reflect our community to ensure that a diversity of experience, identity and opinion is represented. We will ensure that no individual suffers discrimination because of any of the protected characteristics as outlined by The Equality Act (2010):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (includes colour, nationality, and ethnic origins)
- Religion and/or belief
- Sex
- Sexual orientation

In addition, Horsecross Arts subscribes to a 10th characteristic of socio-economic deprivation which covers such areas as poverty, crime, rural isolation, low economic activity/unemployment, and poor educational attainment.

Skills and Experience of Prospective Trustees

All our Trustees need:

- Integrity and a successful record of achievement regardless of age, profession, or other characteristics.
- An ability to work successfully as part of a team and co-operate with other members of the board and the Executive Team
- A genuine interest in and commitment to Horsecross' activities and a willingness to learn about the context in which it operates
- To exercise discretion at all times and not disclose confidential information to any third party without the agreement of the Board
- Independence and not have interests that conflict with those of Horsecross Arts Ltd. The charity requires all Trustees to declare their interests which are kept on a register.

In addition to the above, Horsecross is seeking trustees with specific professional skills and experience in one or more areas below:

- Experience of performing arts management, programming, and production
- Experience of the law, especially relating to HR matters and charitable status
- Knowledge and understanding of community engagement and learning
- Up-to-date experience of marketing, communications and/or fundraising

How to apply

The Horsecross Nominations Committee will assess all applications and meet with those whose skills and experience match the person specification (above) most closely.

Application is by CV and covering letter to Thomas Kinney-Nicol, Special Projects Officer at thomaskn@horsecross.co.uk by 15th November 2021.

For an informal conversation with either Colin Hood, Chair of Trustees or the CEO, Nick Williams, please contact Thomas Kinney-Nicol, at thomaskn@horsecross.co.uk