

A group of young women are singing into microphones on a stage. The woman in the center is wearing a black tank top and jeans, and is singing with her eyes closed. Other women are visible in the background, also singing. The lighting is warm and focused on the performers.

darts

Information Pack

darts Trustee Recruitment

Registered Charity 1056799
Company Ltd by Guarantee 3166208



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Please contact us if you require this Recruitment Pack in another format
e.g. Audio, Large Print etc.

A bit about us

darts makes high-quality, inclusive, creative experiences across the borough of Doncaster. Our opportunities are open to everyone, and in particular, those who have the least access to the arts. Over the last 30+ years, darts has grown to be one of the largest participatory arts organisations in the UK, working with around 7,000 Doncaster residents every year across the borough. We also welcome around 40,000 people to The Point, our purpose-built arts centre.

We are a registered charity and an Arts Council National Portfolio Organisation with funding drawn from a range of trusts & foundations, institutional funders and local commissioners.

Over the past five years we have concentrated our efforts where we have the greatest impact, and where the local need is greatest: health and wellbeing for adults at risk; engagement and enrichment in primary education; and attainment and progression for Disabled children and young people.

We work in partnership with public and voluntary sector partners on almost every programme. For example, we jointly lead Doncaster's Music Hub, rated one of the strongest nationally for work with SEND pupils; and we lead Doncaster's Arts & Health Project Board, bringing together NHS, Public Health and Arts & Culture leaders to develop Arts on Prescription for Doncaster.





We are an experienced, passionate and hardworking team of artists, makers, musicians, performers and support staff. The staff team delivering darts' work and running The Point is currently 20, and we collaborate with a broad pool of skilled freelance artists from across the region and beyond.

Our approach is evidence based and continues to develop: we are currently working with researchers from Leeds and Sheffield Hallam Universities to evaluate the impact and quality of our health and wellbeing programmes.

We adapt swiftly. During the pandemic, we transformed our programmes in response to our participants' needs, offering a range of digital and non-digital opportunities in order to stay connected and creative.

Our purpose

To create art with people in Doncaster to improve life, learning and health.

Our vision

For everyone in Doncaster to have access to learn and connect through taking part in the arts

Our mission

For everyone to feel an accepted and valued part of the community. Creating a healthier and more connected society.

Our values

- Create: Making art allows us to see ourselves and the world differently
- Connect: Coming together to make art builds a sense of community
- Respond: We listen, adapt and act
- Include: Everyone has a place and a voice
- Evolve: Learning informs practice, improving the experience for all

You can find out more about the work we do here: <https://wearedarts.org.uk/>
To read our most recent published accounts, click [here](#)

Positive Working Environment

darts is committed to creating a working environment where all staff and volunteers are treated with respect by their colleagues as well as by all guests, visitors, participants, clients and suppliers. We therefore seek to create a working environment in which no person feels threatened or intimidated.

We are committed to the principle of equal opportunity in employment, and we value people as individuals with diverse opinions, cultures, lifestyles and circumstances. Our policy is that no employee or applicant for employment will receive less favourable treatment than another person on the grounds of their race, (including colour, nationality, ethnic or national origin), religion or religious belief, sex, marital status, gender reassignment, sexual orientation, trade union membership, pregnancy and maternity, age or disability.

We strive to ensure that the different experiences, abilities and skills of everyone are valued by others and darts will not tolerate any form of harassment or bullying, or any form of retaliation, violence or victimisation against any member of staff or volunteer.

Safeguarding

darts is committed to the principle that children and adults at risk of harm who access our services should be safe and protected from harm. darts believes that:

- The welfare of children and adults at risk of harm is paramount.
- All children and adults at risk of harm have the right to protection from harm irrespective of their race, gender or gender identity, age, disability, sexual orientation or religion.
- Our physical and virtual spaces should be safe and secure and promote enjoyable and positive experiences.
- All suspicions and allegations of harm should be taken seriously and responded to speedily and appropriately.
- All staff (whether permanent, temporary, freelance, volunteers or contractors) working at The Point or engaged in outreach activities should be aware of their responsibility to ensure the safeguarding of children and adults at risk of harm.
- Our recruitment processes should ensure that our staff do not pose a risk of harm to children or adults at risk of harm

All darts staff (whether permanent, temporary, freelance, volunteers or contractors) who, in the course of their work, encounter children and adults at risk of harm, have a duty of care to safeguard them and promote their welfare by following the procedures set out in our Safeguarding Policy.

The Point

The Point is our home. It is a purpose built arts centre in the middle of Doncaster where people come to make and share art. We have a lovely light-filled gallery, creative workshop spaces a cafe and gardens. The Point is the only Makaton Friendly venue in Doncaster. Makaton is a language programme using signs and symbols to help people to communicate. Our Director (Arts & Health) is a local Makaton tutor and trains our artists and front of house staff in Makaton. We have a Changing Places facility - the Changing Place Campaign supports people who cannot use standard accessible toilets. Our staff are Dementia Friends trained and we are Breastfeeding Friendly.

This is an exciting time for The Point. We have been through a phase of development creating new signage and wayfinding and a more open reception space to improve the access and welcome for visitors and participants. We want to fill the building with our activities and opportunities to build on its reputation as a safe, fully accessible and colourful space full of high quality creative opportunities and experiences.

We were Doncaster Chamber's Third Sector Business of the Year 2020/21 and are previous winners of the national Fantastic for Families Best Family Welcome Award, making us of the UK's most family-friendly cultural organisations.

You can find out more about The Point, here: <https://thepoint.org.uk/>



Our ambition for the board of trustees

A diverse board with a broad range of experience and voices will ensure a richer and more knowledgeable leadership, making better decisions for our participants and audiences. We currently have seven trustees and are looking to increase the number of trustees on our board to around twelve over the next 2-3 years.

We are an inclusive and welcoming organisation and seek to recruit trustees who represent the communities we serve. We strongly encourage applications from all interested people with related experience, regardless of age, ethnicity and gender. We warmly welcome candidates from under-represented groups in the sector which include Black, Asian and ethnically diverse people, those who consider themselves to be D/deaf, Disabled or Neurodiverse, trans, non-binary and LGBTQ+ candidates. If you have any access needs relevant to the process, please get in touch with us directly to discuss them.

Who are we looking for?

We are looking for people who are passionate about the work we do and are committed to having the time and experience to support us in the development of our work, and the delivery of our business plan. We are looking for people with a broad range of skills, knowledge and experience e.g.:

- Those who represent one of the communities we work with
- Legal expertise
- Practicing artists
- Digital skills
- Well connected across the health sector
- Understanding of the education system
- Experience in facilities management
- Climate awareness and the role that the arts can play
- Business experience
- People with an understanding of the Doncaster borough and the people who live here, as well as those from further afield with an eye on the national picture

We want our trustees to be real advocates for darts and to help us strive for our mission for everyone to feel an accepted and valued part of the community, creating a healthier and more connected society.

Desired attributes include:

- Honesty and integrity
- Empathy – the ability to listen and understand
- Willingness to collaborate and interact with others
- A generosity in sharing skills, knowledge and experience
- Motivation to support the team to work towards a shared vision
- Confidence to assess and mitigate risk

You will need to:

- Commit to the induction and read all of the introductory information
- Attend 4 meetings per year, plus additional sub group or working group meetings and the Annual General Meeting
- Read all papers that are sent to you prior to meetings
- Provide at least 4-8 hours per month to support the work of the charity – this may be by advocating within your own networks, fundraising or sharing your skills and expertise with our staff
- Commit to a three year term as a trustee
- Attend occasional away days or development sessions
- Attend, and play a proactive role at, at least two darts events per year
- Respond to invitations to attend training courses
- Represent the Board at functions and events
- Lead or be a member of external committees/panels/groups on behalf of darts as appropriate.
- To build positive relationships with key stakeholders.



What is a trustee?

As a trustee you will be able to use your life experience and skills to have a direct influence over a cause you care about. It is a rewarding role, but there are responsibilities meaning you will need to give up enough time to help your charity succeed. Charities are committed to helping others – this creates a level of trust from the public.

You will need to help run an effective charity that shows how it operates for the good of others. You will be expected to attend regular meetings, have an understanding of safeguarding and legal responsibilities and to make decisions that impact on the future of our charity. Board members (trustees) are volunteers, although out-of-pocket expenses can be paid to support trustees to attend meetings.

There is lots of information about what it means to be a trustee on the Charity Commission website [here](#). darts will provide a full induction and will support new trustees so they feel confident in their roles.

We encourage both those with trustee experience, and those who are new to being a trustee (and may not have previously considered the opportunity) to apply. Successful applicants will be able to observe board meetings prior to full commitment as a trustee.

Read more about the benefits of being a Trustee [here](#).



Our current trustees

Ann Wallis

Ann is our Chair of Trustees. Ann's career spans a broad range of work primarily in the arts and cultural sector. She has worked as a designer-maker in her own studio practice; managed arts and cultural development in the public sector, and lead strategic work at Arts Council Yorkshire.

Gina Fletcher

Gina is our Vice Chair of Trustees. Gina recently joined the Royal Exchange Theatre in Manchester as Development Director/Deputy Executive Director. The Royal Exchange is one of the biggest producing theatres in the UK with a focus on original and ambitious theatre shows, alongside an extensive participation programme. After starting her career at darts as a Project Co-ordinator, Gina has a broad range of experience in fundraising and arts management.

Beverly Carr

Beverly is our Treasurer. Beverly is the Assistant Finance Director of South Yorkshire Housing Association, Sheffield. She is a qualified Corporate Treasurer (AMCT) managing a large finance team, in a complex not-for-profit organisation with a turnover of £42m and a treasury portfolio of £120m.

Michael Hart

Michael started his career as a lifeguard at the Dome in Doncaster, a venue that he now runs, along with the seventeen other venues that make up Doncaster Culture and Leisure Trust (DCLT). Michael is Chief Executive Officer of DCLT and Director of Doncaster Conferences, Catering and Events.

Karl O'Reilly

Karl is Executive Head Teacher & Principal Designate for Coppice School and Bader Academy and has a wealth of knowledge in all areas of Special Educational Needs. He has worked in a number of schools to improve provision for children and young people.

Laura Stead

Laura is a creative Chartered Marketer based in South Yorkshire and has a broad range of marketing experience developed over the past 15+ years. Laura has worked in public, private and third sectors, on B2C and B2B campaigns and has a flair for optimising the tightest of marketing budgets.

Clare Henry

Clare is an experienced Public Health Specialist with a demonstrated history of working in local government with a focus on the Wider Determinants of Health, Physical Activity and Community Engagement. Currently the Public Health COVID Team Manager leading teams on local testing, contact tracing and community engagement.

How to apply

Please provide a CV and a covering letter of no more than two pages describing why you want to apply, how your skills, knowledge, experiences and attributes you have might contribute to our charity, and any development you think you may need if appointed.

If you would prefer to submit your application as a video or audio file, rather than a written application, please ensure that it is less than five minutes long and save in a standard format, such as MOV, MP4 or AVI. This can be sent via email or WeTransfer, or you can send us a web link.

Email your CV and covering letter (no more than two sides of A4) to Sophy Sylvester sophy@wearedarts.org.uk by Monday 31st October at 9am. Interviews are planned for w/c Monday 14th November 2022.

If you would like to have an informal conversation with an existing trustee for more information prior to making an application, please contact Sophy who will pass your details onto a member of the Board.

We will share our interview questions with shortlisted candidates before the interview, so you have time to prepare. Do let us know if there is anything we can do to make this process more accessible.

We would be grateful if applicants would complete an Equal Opportunities monitoring form to help us assess the reach of our trustee recruitment. The form and other information is available on our website [here](#). We are a Disability Confident Committed organisation, working to be Disability Confident Employer.





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Facebook: @wearedarts
Twitter: @we_aredarts

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