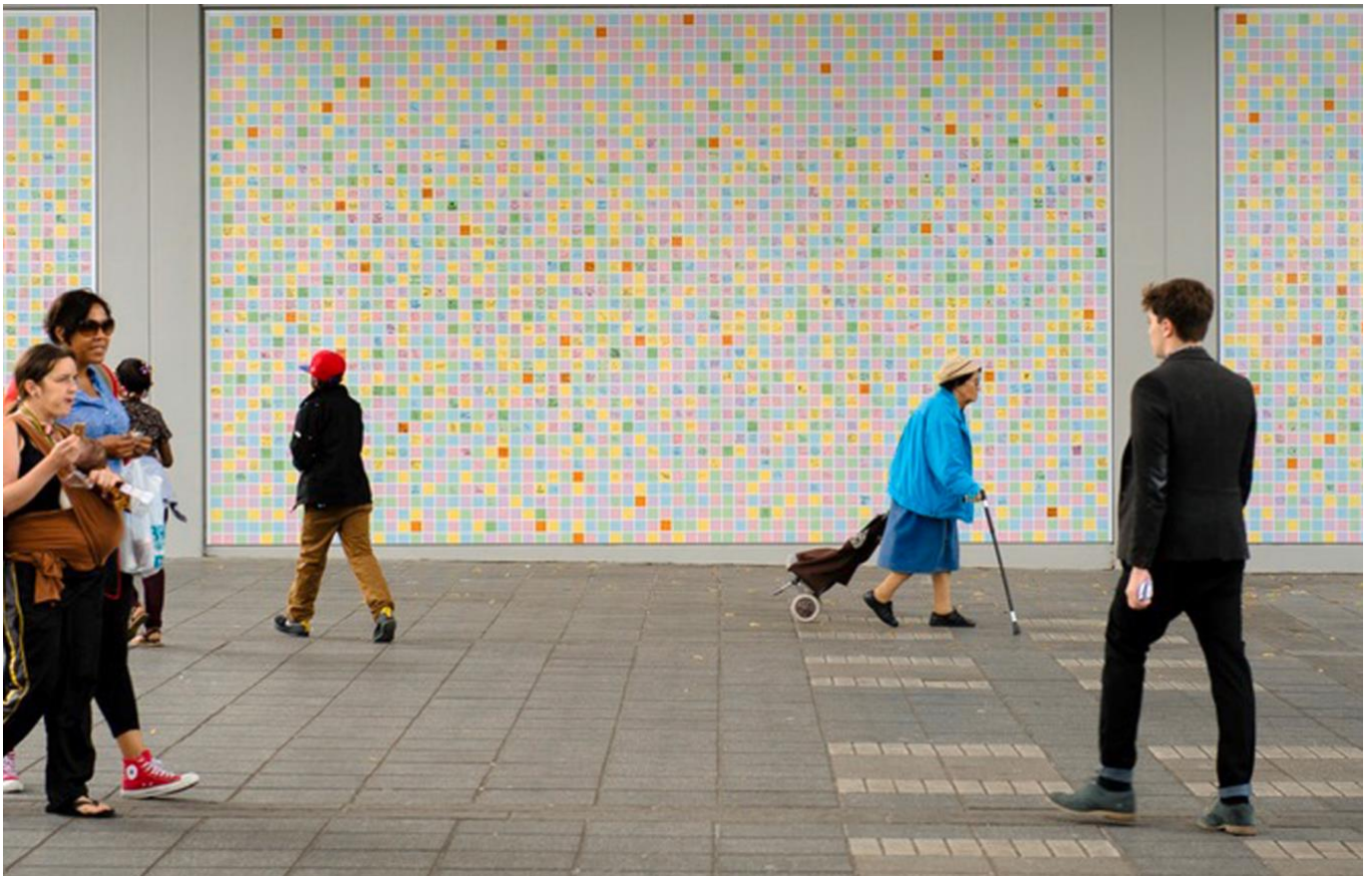


Peckham Platform

APPLICATION PACK TRUSTEE



Peckham Peace Wall 2012. A permanent public artwork celebrating thousands of hopeful messages of peace written by the local community on Post-it notes and pasted onto a wall on Rye Lane following civil unrest in 2011



Lesley Asare and Drew Sinclair performing Body Arcana Homebuilding as part of London Gallery Weekend, Peckham Square, Summer 2022. Image Credit, Ruth Sewell

Background Information

Peckham Platform is a cultural organisation with a civic duty. Our vision is of a more connected society and we are dedicated to creating positive change through meaningful social art, delivering projects where local communities and artists work together at each stage to provide a programme that is uniquely responsive and relevant to place. Since 2009, we have fostered new collaborations between our local communities and prominent social artists; to co-produce bold new artworks that create open platforms for civic enquiry.

In the near future we will launch our new venue on Peckham Square, working in partnership with London Borough of Southwark. Our new home will be at the heart of an ambitious new vision for Peckham Platform. With five times our previous footprint and new facilities; we will become a welcoming center for creative civic engagement and community participation. With new gallery spaces, learning facilities, and a dedicated Social Art Resource we will expand our activities, doubling our audiences, the number of participation opportunities we offer, and increasing our ability to create transformational artistic opportunities for communities facing the greatest need in Peckham and beyond.

We operate in Peckham, with 71% BAME* local residents and over 40% young people - one of the highest ratios in the country. Peckham is changing rapidly, with a borough-led strategy for regeneration providing significant investment in the area in recent years and new businesses and communities moving to Peckham. Within this, a cultural scene is burgeoning, with outstanding cultural spaces and innovative creative industries emerging.

Inequality is growing, existing communities are being displaced and marginalised, and the benefit of new investment is often being felt only by a narrow cross-section of residents. Lower overall deprivation masks the continuing challenges facing Peckham, which is historically one of the most deprived areas in the country; 84% of the population live in the most economically challenged quintile nationally; 34% of children live in low-income households; unemployment is at 15%; and it is ranked in the 12% highest crime spots in England. The situation has become critical in the context of sweeping cuts to public services decimating Peckham's support structures.

This inequality of access and opportunity is becoming even more apparent in Peckham at this time of rapid development. Operating within this complex landscape of urban change, Peckham Platform is committed to addressing social inequalities, promoting cultural democracy, and initiating long-term relationships with the arts across communities of need. Young people are at the heart of this process, as collaborators and audiences. Through our learning programmes, we use creative practice to explore alternative pedagogies that place young people at the center of their educational development.

Our mission is more important than ever as we face a national crisis that spans social, environmental, economic, political and cultural fields. In this challenging context, the social value of art is being given more attention. Cultural organisations are increasingly experimenting with delivering more socially relevant work and look to Peckham Platform as a model of best practice. Our new venue is essential to helping us to expand our work to meet the needs of our community and the sector.

We believe that Peckham's public spaces can be reclaimed by residents as welcoming areas to come together; reinvigorated through performances, exhibitions, artistic interventions, and more. Our locality's vibrancy will be celebrated, recognising the diversity of experiences and histories that contribute to Peckham's unique identity, equally.

*BAME we recognise that the term BAME is a problematic and we agree with its many critics within the sector and beyond. We use this term here as a reminder that this term remains in use in "official" data such as the census.



Pride of Peckham with Azarra Amoy, 2022. Image by Pavel Burmistrov

Artistic Programme

Our artistic programme strives to be both relevant and supportive to artists and young people and the communities with whom we work, reflecting our values and concerns as a cultural organisation with a civic duty. We are committed to community-led co-commissioning and creating a genuinely collaborative process and co-leadership.

For each commission, we focus our work on engaging communities that are at risk of being marginalised in the cultural mainstream, platforming groups to explore the issues that arise with them. In the past, this has amplified the voices of womens' youth services, disability, mental health, and substance abuse recovery groups. We maintain a joint decision-making process with communities right through to the exhibition, installation or event.

"Peckham Platform has proven itself to be a shining beacon in bringing together artists' practices and community interest to embed contemporary art in a great unfolding programme of productive dialogues in London" Sonia Boyce, MBE, Artist

Our new home will provide a 410sqm, redeveloped cultural venue that welcomes these communities to a permanent and resilient home for our ground-breaking work, building on 15+ years at the forefront of social art. Our current co-commissioning programme includes a two-year project funded by National Heritage Trust titled [Memories for the Future](#).



Family activity on Peckham Square 2023

Learning Programme

Central to all our work is learning and young people. Our work with young people includes our Schools Programme with Arts Awards and Youth Platform, a creative in-house initiative that develops agency in young people facing multiple factors of disadvantage in Peckham. We nurture an effective model of progressive participation, from often first out of school arts engagement, to becoming creative leaders with the skills and confidence to pursue pathways in the creative sectors. This work will be central to our organisational growth moving forwards. The learning programme is currently going through a development process to increase our offer for more people across the ages.

“The chance to be myself, both by being who I am and being encouraged to be creative and arty in a way that is very freeing”.

“The Youth Platform team have managed to create a fantastic community and atmosphere; I feel wonderfully supported and part of an amazing and special group of people”.

- Youth Platform participants



Company Information

Peckham Platform is a registered charity and company limited by guarantee. Its annual turnover is around £480,000 with over 20% of its budget allocated to artistic programme. A National Portfolio Organisation of Arts Council England (receiving £75k pa), the organisation relies on fundraising and commercial income generation to deliver its creative and business plans.

Peckham Platform has a core part time staff of six with a further people working on project funded contracts, equating to a team of four as a full time equivalent. We are committed to creating a diverse workforce, offering flexibility within employment contracts, widening access to careers in the arts for volunteers, interns, apprentices and placements, and ensuring all staff have personal development plans to enable them to progress their career.

The Board of Trustees consists of voluntary members who lead the Charity and oversee the organisation in many ways. Trustees each bring unique skills and lived experiences to the organisation and contribute to the success of Peckham Platform.

You can read more about who we are; our vision, mission and values and learn more about our team on our [website](#).

Access support

We are committed to meeting reasonable adjustment, to meet access requirements and supporting all team members to apply to Access to Work to cover relevant costs. Access support is available for all applications, including alternative formats. If you prefer to meet one of our team or talk through this job pack please contact recruitment@peckhamplatform.com or call 020 7358 9645

Equal opportunities

Peckham Platform is an equal opportunities employer, and actively encourages applications from groups currently underrepresented irrespective of gender identity, sexual orientation, marital status, race, religion, nationality, ethnic origin, disability or age. This applies whether in relation to terms of

employment, conditions of service or opportunities for training. Individuals are selected and treated on the basis of their relevant merits and abilities, and no one is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

Our Anti-racism pledge and action plan

We actively support the anti-racism agenda. In terms of recruitment, we do this by ensuring that; all our roles are advertised, at least one person of colour attends every interview panel; people that are interviewed will get a chance to meet someone from the team to give insight to the organisational culture, as well as a chance to ask questions outside of the interview. We will offer feedback and we strive to hire people with lived experience represented in the communities that we work with. We have relevant policies and procedures in place to ensure that our workplace is safe and welcoming.

Trustee Role Description

Position: Trustee

Reports to: Chair of the Board

Location: Quay House, 2c King's Grove, Peckham, London SE15 2NB, with occasional remote work as needed

Time Commitment: Approximately 6-12 days per year, including quarterly board meetings, one annual away day, and participation in subcommittees or ad-hoc project groups as required.

Contract: This is a voluntary role with a 3-year commitment

Role Summary

The role of a trustee is to provide governance, strategic direction, and oversight to ensure the charity meets its goals and operates in alignment with its mission. As a trustee of a visual arts charity, you will support the organisation in achieving its aims to engage the community, promote diversity in the arts, and provide opportunities for emerging artists and young people. You will contribute to shaping the charity's future and ensuring its sustainability and impact on the sector.

We are currently seeking individuals who bring one or more of the following:

- Demonstrated knowledge and understanding of charity governance and risk management
- Strong community connections in Southwark and South London
- Strong understanding of charity governance and visual art sector funding including Arts Council England NPO status.
A strong commitment to and experience in advancing equality, diversity, and inclusion.
- Expertise and strategic acumen within the visual arts sector, particularly in socially engaged practice and addressing cultural inequalities.
- A deep understanding of social justice through an intersectional lens
- Lived experience or a strong interest in migration and diasporic histories
- A dedication to fostering long-term structural and cultural change within the arts sector

Key Responsibilities

1. Strategic Oversight

- Contribute to the development of the charity's long-term strategic plan.
- Support the board in defining and safeguarding the charity's vision, mission, and values.
- Monitor the delivery of the charity's objectives, ensuring the activities align with its charitable purpose. Review and approve significant policies, strategies, and budgets.

2. Governance and Compliance

- Ensure the charity operates in accordance with its governing documents, charity law, and any other relevant legislation or regulations.

- Uphold and ensure compliance with the charity’s policies, such as those for safeguarding, equal opportunities, health and safety, and financial management.
- Act with integrity and avoid conflicts of interest, ensuring transparency in all board decisions.

3. Financial Stewardship

- Oversee the charity’s finances, including budgets, expenditure, and financial controls, to ensure the long-term sustainability of the organisation.
- Review annual accounts and financial statements to ensure they are accurate and comply with legal requirements.
- Ensure the charity has adequate resources to carry out its work and actively participate in fundraising or income generation discussions.
- Contribute to risk management by identifying potential financial, operational, and reputational risks, and ensure proper mitigation strategies are in place.

4. Fundraising and Promotion

- Support fundraising initiatives by leveraging personal networks, identifying potential donors or sponsors, and advocating for the charity’s mission.
- Act as an ambassador for the charity, raising awareness of its work in the visual arts community and beyond.
- Provide guidance on marketing, public relations, and other promotional activities to enhance the charity’s profile.

5. Advocacy and Representation

- Act as an advocate for the charity’s mission, values, and vision within the visual arts sector and the broader community.
- Build and maintain positive relationships with stakeholders, funders, artists, partners, and other cultural organisations.
- Provide expertise or insights from personal professional experience to support the organisation’s mission, growth, and success.

6. Team and Organisational Development

- Work closely with the Chair and Director to support staff development and organisational growth.
- Be a supportive and challenging critical friend to the senior leadership team, fostering a positive board culture that encourages open dialogue and effective decision-making.
- Engage in trustee recruitment and succession planning to ensure the board maintains a balanced and diverse mix of skills, backgrounds, and perspectives.

Duties and Commitments

- Attend and actively participate in quarterly board meetings, subcommittee meetings, and annual away days.

- Engage in ad-hoc events and activities, such as exhibitions, public programs, and special fundraising events.
- Stay informed on current issues and trends in the arts sector, particularly those relevant to London and the charity's beneficiaries.
- Dedicate time to reading board papers, preparing for meetings, and following up on assigned tasks.
- Contribute to the development of the charity's goals, objectives, and priorities, making strategic recommendations as needed.

Person Specification

Essential

- Commitment to the art and culture: A genuine passion for and understanding of the visual arts sector, and its social potential and impact, including its role in London's cultural landscape.
- Strategic Thinking: Ability to think strategically about the charity's future, with a proactive approach to identifying risks and opportunities.
- Governance Knowledge: Understanding of trusteeship and the principles of good governance, ideally with experience serving on a board.
- Financial Acumen: Basic understanding of financial management, budgets, and financial oversight responsibilities.
- Team Player: Willingness to work collaboratively with other trustees, staff, and stakeholders, with strong interpersonal and communication skills.

Desirable

- Sector Knowledge: Experience working in, or a strong understanding of, the nonprofit or arts sector, particularly within small or grassroots organisations.
- Fundraising Experience: Background in fundraising, income generation, or financial sustainability in a charity context.
- Professional Expertise: Knowledge in areas such as HR, legal, marketing, communications, digital strategy, or project management.
- Diversity and Inclusion: Commitment to fostering an inclusive environment and representing the interests of diverse communities in London.

Key Benefits

- Opportunity to make a significant impact on the growth and development of a visual arts charity.
- Networking opportunities with other trustees, arts professionals, funders, and community leaders.
- Access to professional development and training opportunities for trusteeship.

Application Process

Prospective trustees are invited to apply with a CV and a statement outlining their interest and how they meet the criteria. Shortlisted candidates will be invited for an interview with members of the board and the Executive Director.

This role description may be adapted to reflect specific areas where a candidate's expertise would be especially valuable, such as marketing, finance, or programming, community engagement, youth leadership, creative learning programming and social art.

How to apply

To apply, please send us your application

1. Written Statement

Provide a written statement of no longer than 2 pages; and/or an audio/video presentation of up to 5mins. Please tell us:

- How you meet the person specification for the role
- How you would approach the first year in this role and what you believe will be the key elements
- Please also include earliest start date

2. CV

A supporting CV no longer than 2 pages. Please include:

- Skills, knowledge and experience that demonstrate your suitability for the role
- Names of two referees (only contacted after seeking permission)

3. Equal Opportunities

Please note that all applications are subject to a 'blind' recruitment process. This means that identifying information such as name, gender and schools attended are removed before being read by the selection panel.

Complete the [Equal Opportunities Form](#) (this is for monitoring purposes only and will be anonymous and be detached from your application).

If you would find it more accessible to complete any part of this application in a different format, please email recruitment@peckhamplatform.com

Application Deadline: February 28th 2025