



High Peak Community Arts

Trustee Recruitment Pack 2026

This is an exciting time to join High Peak Community Arts.

Our trustees shape our work and our future. Being a trustee provides a real chance to make a difference in your community. We are seeking passionate, committed people to help lead our new projects. We welcome people from all backgrounds; what matters most is that you care about the arts and your community.

About High Peak Community Arts

High Peak Community Arts has been celebrating creativity in the community since 1979. Our vision is simple yet powerful: a community where the arts are accessible and inspirational, belonging to everyone.

We provide opportunities that inspire people to make arts and creativity their own, promoting the social and educational benefits of the arts while challenging barriers to taking part. Through our work, we celebrate the voice of our community and local area, creating projects that build self-confidence, enable self-expression, unleash creativity and encourage learning.

Our approach is rooted in collaboration, co-creating with communities, artists and partners to develop artistic and interpersonal skills. Guided by our values of empowerment, connectivity, sustainability and adventure, we nurture confidence and participation, bring people together for sharing and learning, and support creative risk-taking and innovation.

We believe in the happiness and transformative power of art to build lasting relationships and strengthen community presence.



Our Vision & Mission

Vision: A community where the arts are accessible and inspirational, belonging to everyone.

Mission: We provide opportunities that inspire people to make arts and creativity their own. We promote the social and educational benefits of the arts, challenge barriers to taking part and celebrate the voice of our community and local area.

For more information visit: <https://www.highpeakarts.org/about-us/>

Our Work

Our work crosses through and interweaves, combining three areas:

Wellbeing – While all our initiatives contribute to overall wellbeing, these particular projects were created with a focused mission to support mental health and personal wellness.

Creative Growth - Our creative growth initiatives serve young people from infancy through young adulthood, addressing the unique developmental needs at each life stage. Recognising that rural communities often face constraints in youth programming and educational resources, our projects are specifically designed to bridge these gaps through comprehensive support.

Place - Our place-based creative initiatives encourage people to explore, understand, and celebrate the unique character of where they live, fostering connections to their local environment and community.

For more information visit: www.highpeakcommunityarts.org.uk





Being a Trustee

The role of Trustee is a voluntary position. Trustees give their time and expertise on an honorary basis and receive no remuneration, though reasonable and agreed travel expenses may be reimbursed. Trustees cannot take up paid work for the organisation during their term.

Trustees are appointed by the board for an initial term of up to three years, and may be Re-appointed for a further three-year period, subject to continued active participation. Trustees must be aged 18 or over and must not be disqualified from serving under the Charities Act.

Current Board

Our board currently brings together a range of skills and experience, from financial management to human resources, PR and communications, social care and local knowledge. We are looking to strengthen the board further in three key areas: fundraising, business modelling and community arts or creative practice.

Time Commitment

- Four board meetings per year (typically held in the evening), each lasting approximately two hours.
- An annual staff and board away day.
- Membership of either the Operations & Finance sub-committee or the Programme and Impact sub-committee.
- Time to read board papers and accounts ahead of meetings.
- Occasional attendance at events and activities throughout the year.

Responsible To

The Board of Trustees is responsible to the Charity Commission, the membership of High Peak Community Arts, and its funders and donors, whilst upholding its own values and objectives.

Trustee Responsibilities

Every trustee contributes, both collectively and individually, to the board's responsibilities. As a trustee, you will be expected to:

- Define and uphold the organisation's vision, mission and core aims.
- Support the growth, well-being, and long-term sustainability of the organisation.
- Ensure the organisation complies with its governing documents, charity law, company law and all relevant legislation.
- Contribute to the long-term strategic direction of the organisation.
- Oversee financial stability and solvency, including the approval of annual budgets and ensuring all funds are properly accounted for.
- Keep the organisation's programme under regular review and maintain a proactive approach to risk management.
- Maintain accountability to the Charity Commission, HMRC, Companies House and other relevant statutory bodies.
- Develop and monitor fair, lawful policies covering employment, recruitment, programme delivery and governance.
- Supporting, managing and appraising the leadership team and wider staff team.
- Acting as an ambassador for the organisation and representing it externally as required.

Person Specification

Above all, we are looking for people who share our values and are passionate about making a positive difference through the arts. We are especially interested in candidates with skills and experience in one or more of the following areas:

- Business modelling and enterprise
- Private sector leadership
- Community arts, creative practice or cultural strategy



- Fundraising and income generation

Essential Criteria

- Familiarity with, or a genuine passion for, community arts and/or the voluntary and charity sector.
- A clear understanding of and dedication to the charitable aims of High Peak Community Arts.
- The ability to make meaningful contributions to high-level strategic discussions and decisions.
- A collaborative and constructive approach to working alongside fellow trustees and staff members.
- A strong sense of personal integrity and a commitment to managing and avoiding conflicts of interest.
- The willingness and capacity to dedicate adequate time and effort to fulfilling the responsibilities of the role.
- An active commitment to supporting the organisation's fundraising, income generation and communications work.
- A firm belief in and commitment to the values of equality, diversity and inclusion.

Desirable Criteria

- An awareness of the charity fundraising landscape and funding environment.
- Knowledge of the High Peak area and its local communities
- Experience or knowledge of financial management and budgeting, with the capacity to interpret and assess financial information.



How to apply

To apply for the role of Trustee, please send a CV and a covering letter explaining your interest in the role and why you feel you would be a good fit for High Peak Community Arts:

mail@highpeakarts.org

Informal, confidential enquiries are very welcome. Please contact us at mail@highpeakarts.org to arrange a discussion.

What Happens Next

If you are shortlisted, you will be invited to an informal meeting with the Chair and a staff member at a mutually convenient time. Prospective trustees are asked to attend a board meeting as an observer before confirming their wish to join the board, after which all trustees will vote on your appointment.



Flexibility

We recognise that people have different circumstances, including disability, caring responsibilities or other commitments, which may affect their ability to apply within the standard timeframe.

If this applies to you, please get in touch as early as possible so we can accommodate your needs. We will not disadvantage any applicant who requires additional time.

If you require any reasonable adjustments to participate in the selection process, please contact us as soon as possible.

Equal Opportunities Statement

At High Peak Community Arts, we're committed to equal opportunities and welcome applications from everyone. We're especially keen to hear from people in underrepresented groups or those with lived experience of the communities we work with.

If you have any accessibility needs, whether for the application or the interview, just let us know, and we'll do everything we can to support you.

Data Protection: Information provided as part of your application will be used solely for the selection process.

All data will be held securely and, unless you are appointed as a Trustee, will be destroyed after 12 months. By submitting your application, you consent to your data being stored and processed for this purpose.