

Trustees Recruitment

May 2024

Creative Kernow is looking to recruit up to 5 individuals to join our Board of Trustees.

This is an exciting time to be joining our team of dedicated and highly qualified volunteers. We are celebrating our 40th year as a charity and delivering dynamic programmes of activity across Cornwall and the Isles of Scilly with nationally recognised social and economic impact.



About Creative Kernow

Creative Kernow is the cultural and creative sector development organisation for Cornwall and the Isles of Scilly. We are a charity with a mission to enrich and energise creative communities of place and practice through the production, distribution, and promotion of artistic work, networks, and knowledge.

Our support includes:

- Providing affordable workspace
- Developing skills and knowledge
- Producing and distributing creative work
- Building networks and confidence
- Co-creating transformative cultural projects with communities in Cornwall
- Making national and international connections
- Reaching new audiences, markets, and opportunities

Our core programmes deliver activity in three dynamically interdependent areas:

- Ensuring a rich cultural offer for every community in Cornwall through co-creation and partnership with artists and volunteers
- Supporting creative businesses to grow through the provision of skills development, networking opportunities, investment and specialist advice
- Developing and managing Krowji – Cornwall’s largest creative hub and workspace cluster in Redruth and supporting numerous emerging and established virtual and distributed hubs and networks

We extend the work of our charity through three trading companies:

- Krowji – our creative workspace
- Screen Cornwall – our agency for the screen and digital sector
- Cornwall 365 – our project which promotes Cornwall as a year-round creative destination

For more information about our programmes, click [here](#).

Funding and Finances

Creative Kernow is a well-established charity and social enterprise with an experienced board of trustees and a strong staff team. Our finances are broadly based, with a variety of income sources including long-term grant support from Arts Council England and Cornwall Council, the Shared Prosperity Fund, earned income from commissions and contracts, box office income from events, and rental income from our workspace cluster in Redruth.

Creative Kernow contributes significantly to developing and delivering effective models for creative and cultural practice, sector, community and audience engagement, clusters, and networks and leadership development in our rural region.

Financial History: [Charity Commission, Financial History](#)
Charity Accounts 2019/20: [Filing History](#)

Our Mission, Vision and Values

Our mission

To enrich and energise creative communities through the production, distribution and promotion of artistic work, networks and knowledge.

Our vision

Creative Kernow will be at the centre of Cornwall's creative future. Sustainability, inclusion, and data-driven impact will be undeniable in our work whilst creative technology and media will support our programmes in reaching the widest possible audiences.

Krowji will develop new facets as a leading creative hub. It will become a destination for professional practice and informal learning with an annual programme of residencies, research projects, networking, showcasing, and retail events. Specialist facilities will be available to support our core programmes and to incubate new ideas. Our experience in creating the conditions for creative communities to thrive will be shared and sought out.

Our specialisms in media, culture-led placemaking, and network development will contribute to regional and national strategy development.

We will be known for:

- Managing and growing open networks for creative people at all stages of their careers and life journeys
- Providing high quality cultural experiences for every community in Cornwall
- Being successful entrepreneurs and generous investors
- Championing social, environmental, and economic sustainability
- Researching and demonstrating the intrinsic and instrumental value of creativity
- Being distinctively Cornish, shaped by our experiences working in a rural creative region but with wide ranging national and international connections for sharing
- Making space for emerging talent and tailored pathways for groups and individuals who need more support to access the arts and creative professions and networks.

Our values

KINDNESS

We respect people, place and planet. We are ethical in our decision-making and committed to making a positive social, economic and environmental impact.

CREATIVITY

As a creative team, we understand the needs of the individuals, businesses, and communities we work with. We embrace the messy, iterative, experimental nature of creating work and being innovative.

DIFFERENCE

Together we are creating an inclusive organisation culture which values diversity through how we treat each other and how we interact with every community and individual we work with and support. We aspire to reflect the communities we support in our workforce, governance, programmes, planning, and thinking. We make space to engage with people from all socioeconomic backgrounds, abilities, ethnicities, genders, sexual orientations, lived experiences, beliefs, and geographies.

PROFESSIONALISM

We do our work with care, to high standards and following method. We develop our knowledge and skills through active engagement and partnership with communities of place and practice. We review ways of working regularly to give our collaborators voice. Our rural context and limited resources do not hold us back from providing a comprehensive range of services and products.

EMERGENCE

We recognize the importance of nurturing the conditions for culture and creativity and being open to the unexpected outcomes which may evolve through our work. We value work in progress. We are greater than the sum of our parts.

Board of Trustees

Creative Kernow is a charitable company limited by guarantee with a board of unpaid trustees.

Our current board members:

Paul Brookes - Chair

Paul Brookes is an arts management consultant, living in Cornwall since 2012. Paul has had a long career working for arts, heritage, media and place marketing initiatives, in a number of high-profile senior management posts. Paul was previously the CEO of The Box in Plymouth, where he championed the transformation of a number of historic buildings and organisations into a new museum, contemporary art gallery and archive, which opened to great reviews in September 2020. He was the Chief Executive of Photo 98 which was responsible for delivering the 1998 UK Year of Photography and Digital Imaging, and led Bradford's bid to be designated the 2008 European Capital of Culture. He has worked closely with artists and communities on a number of projects, such as the 2012 Cultural Olympiad, as Executive Producer for the Milton Keynes International Festival in 2014 and for The Grand Tour, delivering three major exhibitions across various venues in Nottinghamshire and Derbyshire in 2015, 2016 and 2017.

Paul has been a trustee for a number of organisations including The Culture Company and the Yorkshire Film Archive and is currently also Chair of Plymouth Arts Cinema.

Tammy Bedford – Trustee, Vice-Chair

Tammy Bedford is an independent Arts Producer based in Penryn. She spent many years as a senior local authority arts manager, and for the past 10 years has worked on a freelance basis on major visual arts and music projects. She has a particular interest in creative work which has community engagement at its heart. Tammy is currently working on the Isles of Scilly Creative Islands initiative and runs the World of Art programme for the WOMAD UK Festival. She is also a grants advisor for the PRS for Music Foundation.

Mandy Berry – Trustee

Mandy Berry has always worked in the creative and cultural industries, previously in London and more recently in Cornwall. She has set up and led projects, organisations and companies exploring new thinking and innovation, products and services. She co-founded a creative sector innovation agency and a digital filmed media distribution service. She is an advisor and mentor to companies and organisations on areas including strategy, change, business development, digital media, multi-stakeholder partnerships and public and private funding and finance. Mandy is also Chair of Miracle Theatre.

Ajay Chhabra – Trustee

Ajay Chhabra is the co founder of award winning arts organisation Nutkhut, an artistically led company which is inspired by and celebrates South Asia and the diaspora and is Chair of the Mela Partnership, a national network of festivals and producers working within the performance sector. He is an Ambassador for the Mayor of London's Cultural Leadership Board, a Governor for the Commonwealth Foundation and the founder of the London Mela, Europe's largest event of its kind. Ajay has been a career development coach with the University of Cambridge since 2019 and is also an actor and producer.

Jonathan Bray – Trustee

Jonathan is a proud Cornish person. He is General Manager of the Buttermarket in Redruth – a Grade II listed heritage building in the heart of Redruth currently undergoing a £4M refurbishment and due to re-open in 2024.

Jonathan is also a director of and designer for Cousin Jack's, a theatre company focused on high quality family performance and deeply rooted in Cornwall. The Mousehole Cat is their best known show, which is performed annually in Mousehole at Christmas time, it has also been performed nationally and had a mini tour of America in 2019. Alongside this he has co-produced and lead the design teams on several landscape performances such as 'Tempest' at Trebah, a production centered on diversity and inclusivity with celebration at its heart. As a graduate of Falmouth Art School, Jonathan has a creative perspective on everything he does.

He was formerly one of the senior management team at Trebah Garden, an internationally renowned garden with a Cornish cultural focus and leading tourist attraction in the UK.

Hannah Irwin – Trustee

Hannah Irwin is Strategic Projects Manager in The Bridge at the University of Plymouth, a team which drives Knowledge Exchange, Impact and Placemaking initiatives for the Faculty of Arts, Humanities and Business. Current projects include Engaging Students in Knowledge Exchange, an Office for Students and Research England-funded project, and iMayflower, supported by The Department for Digital, Culture, Media and Sport who fund the Cultural Development Fund which is administered by Arts Council England. With a background in project management, communications, marketing and events and experience in the arts, heritage and cultural sectors, more locally Hannah is on the board of KBSK Performing Arts CIC based in Bodmin and is volunteer chair of the community and heritage festival Bodmin Riding.

James Sculthorp-Wright – Trustee

James Sculthorp-Wright is a Chartered Financial Planner, Fellow of the Personal Finance Society, and Director of one of the South West's leading independent financial advice firms. A lifelong volunteer, James has worked with a number of charities and not-for-profits including St John Ambulance, the South Western Ambulance Service, and Rotary International. James is also a keen amateur potter and studio ceramics collector, with a passion for theatre and the wider arts. James now brings his financial knowledge and enthusiasm to the Creative Kernow board.

The role

The primary role of Trustees is to work constructively with your fellow board members and our staff to support the good governance of Creative Kernow.

Key duties include ensuring that:

- the purpose of Creative Kernow is fulfilled and that is delivering the public benefit
- Creative Kernow is well managed and financially viable; budgets and resources are in place to support the work of the charity
- Creative Kernow is operating within the requirements of the law, regulation and its funders
- the purpose and long-term strategic direction of the charity is developed, shared and regularly reviewed
- Creative Kernow maintains effective management structures and business plans
 - risk and performance are rigorously monitored and managed through effective systems of internal review and delegation
- appropriate policies and procedures are in place and regularly reviewed
- Creative Kernow is compliant with all relevant legal and regulatory frameworks and strives to achieve best practice in all areas of its business
- the board has the appropriate mix of skills and experience, and that its working practices deliver good governance for the charity

Key expectations include:

- Supporting Creative Kernow's vision, mission and values and representing the charity positively to external audiences
- Adhering to the Charity Governance Code <https://www.charitygovernancecode.org/en>
- Devoting sufficient time and energy to the effective governance of the charity, reading the papers for meetings, attending board meetings and where relevant sub-committees / forums / briefing / training sessions

- Contributing to decision making using your skills and experience, sharing responsibility for all the decisions of the Creative Kernow Board and working to deliver good governance in practice.

Following our recent skills and diversity audit we have identified the following skills and representation needs for the Creative Kernow board:

- Lived experience of disability or a long-term health condition
- Lived experience of advancing anti racism and developing inclusive culture
- Current experience working as an artist or creative freelancer in Cornwall
- Commercial business experience particularly at a senior management/director level
- Legal knowledge particularly employment law
- Health and Safety expertise
- Marketing and/or fundraising expertise

To reflect our ambition and commitment to be more representative at Board level, we particularly encourage and welcome applications from people with a disability, people under the age of 30, people from minority ethnic backgrounds, and people from the LGBTQ+ community.

We are also looking to appoint an additional non-executive Director to the Krowji board and applicants may wish to consider nominating themselves for this role.

Person Specification

- Demonstrate a strong and visible passion and commitment to the charity, its strategic objectives and cause
- Exhibit strong inter-personal and relationship building abilities and be comfortable in an ambassadorial role
- Demonstrate tact and diplomacy, with the ability to listen and engage effectively
- Strong networking capabilities that can be utilised for the benefit of the charity
- Ability to foster and promote a collaborative team environment
- Ability to commit time to conduct the role well, including travel and attending events out of office hours
- Good understanding of charity governance issues

Term

The charity's trustees will serve a four-year term to be eligible for reappointment at the end of each term for one additional term.

Time Commitment

- Preparing for and attending four board meetings annually - meetings are a combination of in person / remote (hybrid)
- Preparing for and attending up to two strategy away days annually
- Preparing for and attending relevant sub-committee meetings per year
- Ad hoc teleconferences, meetings, and participation in working groups as required
- Attending external meetings and conferences on behalf of Creative Kernow, as required

What we can offer new trustees

- A 'board buddy' for new trustees to support you through the first 6-12 months through informal conversations in advance of board meetings and to answer questions by e mail.
- Training in charity trading and governance through group sessions. Creative Kernow also has access to a suite of online training courses covering a range of compliance and personal development areas which trustees are encouraged to make use of.
- Opportunities to take part in or observe cultural activity delivered through the Creative Kernow programmes
- Joining a dynamic and supportive team of volunteers with a collective belief in the transformative power of creativity

Future Board meetings and key dates (*subject to change*):

- Friday 28th June 2-5pm Creative Kernow 40th Birthday party at Krowji – opportunity to learn more about our work and meet staff and trustees
- July Board Meeting - week beginning 29th July tbc 5pm
- Monday 21st Board Meeting October 5pm
- AGM December date tbc
- 2025 meeting calendar to be agreed in December

APPOINTMENT PROCESS

If you are interested in this opportunity, we encourage confidential conversations with our Chief Executive Fiona Wotton fiona@creativekernow.org.uk

Your application should consist of a CV / LinkedIn profile or professional bio supported by a covering letter of no more than two sides of A4 outlining your motivations for applying and highlighting how your skills, knowledge, and experience meet the requirements for our Board of Trustees and whether you would also be interested in the Krowji board vacancy. We also welcome applications in video format for which we suggest no longer than 5 minutes in MP4 format

Applications, along with the Equality and Diversity monitoring form, should be sent to jobs@creativekernow.org.uk by midday on Friday 5th July, with reference "Creative Kernow".

Creative Kernow is committed to ensuring that it is accessible to everyone regardless of race, gender, ability, religion, sexual orientation or age. We would be grateful if you could also complete and return our Equality and Diversity monitoring form with your application. The information you provide will help us comply with our commitment to ensuring equality and our aim to improve diversity across our organisation.

The Equal Opportunities Monitoring Form can be found here: <https://forms.office.com/e/Zp4q0Kj299>

Timetable

Deadline for applications: Midday, Friday 5th July 2024

Interviews: We will be scheduling online interviews with shortlisted candidates in July and August recognising that this is holiday period.