

Dear Applicant

Peak – creating positive change for people and places in rural Wales

Thank you for expressing an interest in joining Peak's Board of Trustees.

Peak is an arts organisation that works creatively with professional artists and communities, responding to our rural environment. Our office and studio lie within the Brecon Beacons National Park and we work across this protected landscape and the surrounding region including South Powys, the Heads of the Valleys and Torfaen. We are a member of Arts Council of Wales 'Arts Portfolio Wales.

As a registered charity and a company limited by guarantee, Peak is governed by a Board of Trustees who, for company law purposes, are also Directors. The Trustees are responsible for strategy, overseeing its management and direction and ensuring that it operates within its charitable objectives.

We wish to recruit up to four people to join our board who share our values and ambition for rural communities and believe that arts and culture is essential to healthy, sustainable and thriving communities. An interest in contemporary visual arts, is an advantage.

Peak is strongly committed to increasing representation and diversity across all areas of its operations to reflect the experiences and backgrounds of the communities we serve. We therefore warmly welcome applications from BAME, LGBTQ+, people with a disability and from emerging arts professionals.

We think that commitment, interest and enthusiasm are the most important qualities for trustees, but we recognise that there are skills gaps amongst our current Board membership and would therefore welcome applicants with skills, knowledge or experience of:

- Business and commercial development, particularly social enterprise
- Communications
- Human Resources management
- Capital development projects

Please read on for more information about Peak, the role of a Peak trustee and an application form. You can find out more on our website and if you would like to discuss the opportunity informally, please contact Chief Executive Justine Wheatley. If you wish to apply, please send a CV and application form to justine@peak.cymru by 23 March 2020. We will get back to applicants by 3 April 2020.

Cofion Gorau

Justine Wheatley, Chief Executive



Role description: Trustee Director of Peak

Peak is a registered charity and a company limited by guarantee. For company law purposes, the Trustees are also Directors. Trustee Directors are responsible for strategy, overseeing management and direction and ensuring that Peak operates within its charitable objectives. They have a fiduciary duty towards Peak and should strive for best practice in governance and across Peak's operations.

Trustees should use their skills, knowledge and experience to help Peak's Board reach sound decisions by scrutinising Board papers, leading or participating in discussions, focusing on key issues, providing advice and guidance on new initiatives and on other issues for areas where the Trustee has expertise.

Location Meetings are usually held at Peak's Crickhowell office and studio

Remuneration This is a voluntary role; reasonable out of pocket expenses will be met

Time Commitment Peak's Board meet up to six times annually - quarterly meetings, AGM and annual awayday or training. Trustees also join a sub-group or advisory panel and are available for occasional email or phone advice. Visiting projects and events is encouraged to lend context to decision-making.

Roles and responsibilities of a Trustee Director are:

1. Formulate and review the strategic aims of Peak, setting and monitoring key targets and goals in partnership with Peak's senior management team
 2. Ensure that the organisation functions within the legal and financial requirements of a charitable company, complies with its governing document and any other relevant legislation
 3. Ensure Peak's policies, procedures and practices are in keeping with its aims and its values
 4. Identify and monitor the major risks faced by Peak
 5. Advocate for Peak and its artistic programme, attending events and activities where possible
 6. Ensure the financial sustainability of Peak and effective management of its assets and resources
 7. Act in the best interests of Peak and its beneficiaries
 8. Oversee the appointment, monitoring and development of senior staff including Chief Executive
 9. Attend training provided for trustees
 10. Recognise and disclose any conflicts of Interest
 11. Maintain good working relationships and communications with Peak's staff and artists
 12. Maintain absolute confidentiality of all information disclosed both before and during meetings
- Trustees should prioritise attendance at Board meetings, prepare by reading board papers, which are sent out in advance, and send apologies if unable to attend.

Person Specification Peak trustees demonstrate the Nolan principles for conduct in public life: selflessness; integrity; objectivity; accountability; openness; honesty; leadership.

Other essential attributes and abilities are:

- A commitment to Peak and its values
- A recognition of the essential role of arts and culture in the lives of people and communities
- A willingness to devote time and effort to effectively discharge the duties of a trustee
- Ability to think strategically and to respond to understand Peak's context
- creative and analytical thinking and the confidence to make independent judgement
- A willingness to listen to other viewpoints as well as to speak your mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trustees
- An ability to work effectively as a member of a team and accept collective decisions
- Knowledge of and commitment to equality, diversity and representation

The ability to speak or understand the Welsh language is desirable but not essential.



About Peak - Creating Positive Change with People and Places in Rural Wales

Peak is an arts organisation that works creatively with professional artists and communities, responding to our rural environment.

Our Artistic Programme

Our work responds to the sustainability principles and wellbeing goals of Wales Wellbeing of Future Generations Act and we are a provider of arts and health programmes in the region. We work with partners across the cultural, environmental, heritage, health and education sectors to achieve our aims.

Our focus is on the visual and applied arts, digital media and writing. The creative use of digital technology is a dimension of everything we do and is embedded across the artistic programme and the operations of the organisation.

Activities are delivered in the communities we serve where we create safe and inclusive social spaces for sharing dialogue, imagination, knowledge and skills. We build relationships of trust through collaborative activities including workshops, hosted conversations, food sharing, free writing, archive research, exchange visits, mapping, drawing, sound recording, walks and readings.

We work through three strands:

Production – commissioning new work and extending artist's practice

Participation - creating opportunities for communities, young people and artists to collaborate

Professional Development – supporting creative talents and developing professional skills

We focus our work on underserved communities and individuals who face disadvantage. We subscribe to Raymond Williams' assertion that 'culture is ordinary', believing that culture happens everywhere. We respect the skills and professionalism of artists and their ability to help us reimagine our future.

Our Values

Peak values creativity as an essential tool in everyone's life. We want our work to achieve social as well as creative outcomes that develop more confident and resilient individuals and communities within under-served rural regions in Wales. Peak's 'Manifesto' is a unique publication created by artists, young people, volunteers, staff and trustees in 2019 and is a guide to Peak's values.

Our Context

We focus resources on serving three groups of beneficiaries – professional artists, children and young people (16-25 years) and rural communities. Our beneficiaries are also our collaborators. We work with the resources of creativity, people and place to unlock confidence and potential.

Our People

We work with a creative freelance team of talented artists, producers, curators, filmmakers, designers, writers, photographers and makers. Our small core staff team is supported by key freelancers posts responsible for marketing, finance, bookkeeping and administration.

Peak's Trustees are Sian Phillips (Chair,) Steph Allen, Nick Bennett, Richard Chilcott, John Clark, Oliver Fairclough, Catrin Ellis Jones, Kathryn Silk. Liz Buckler (our charity's founder) is a co-opted advisor. They provide strategic leadership, sharing responsibilities for sub-groups and policy areas. They are supported by 'sPeak', a young people's panel, by an advisory panel of arts sector peers and by a Welsh Language group. They serve a maximum of seven years, and we are currently planning succession for four trustees who will leave over the next two years.

Our Place

Peak's work is inspired by and responds to its Black Mountains context and our programme serves rural communities of Powys and Monmouthshire as well as and post-industrial communities in Blaenau-Gwent, Torfaen, RCT, Merthyr and Newport. Challenging ideas of rurality in Wales is part of our work.

Our Crickhowell-based venue is a valued resource providing offices and a large studio with a tranquil ambience and excellent north-facing light. Peak is developing plans to reconfigure the building aligned to our ambitions to reduce our environmental impact and to enable access to everyone.

Our Outcomes

Peak's artistic programme aims to foster artistic excellence, innovation and risk-taking, enable participation in contemporary arts and culture, nurture creative talents and skills and support the wellbeing, confidence and resilience of individuals and communities. We want the people of rural Wales to be seen and heard.

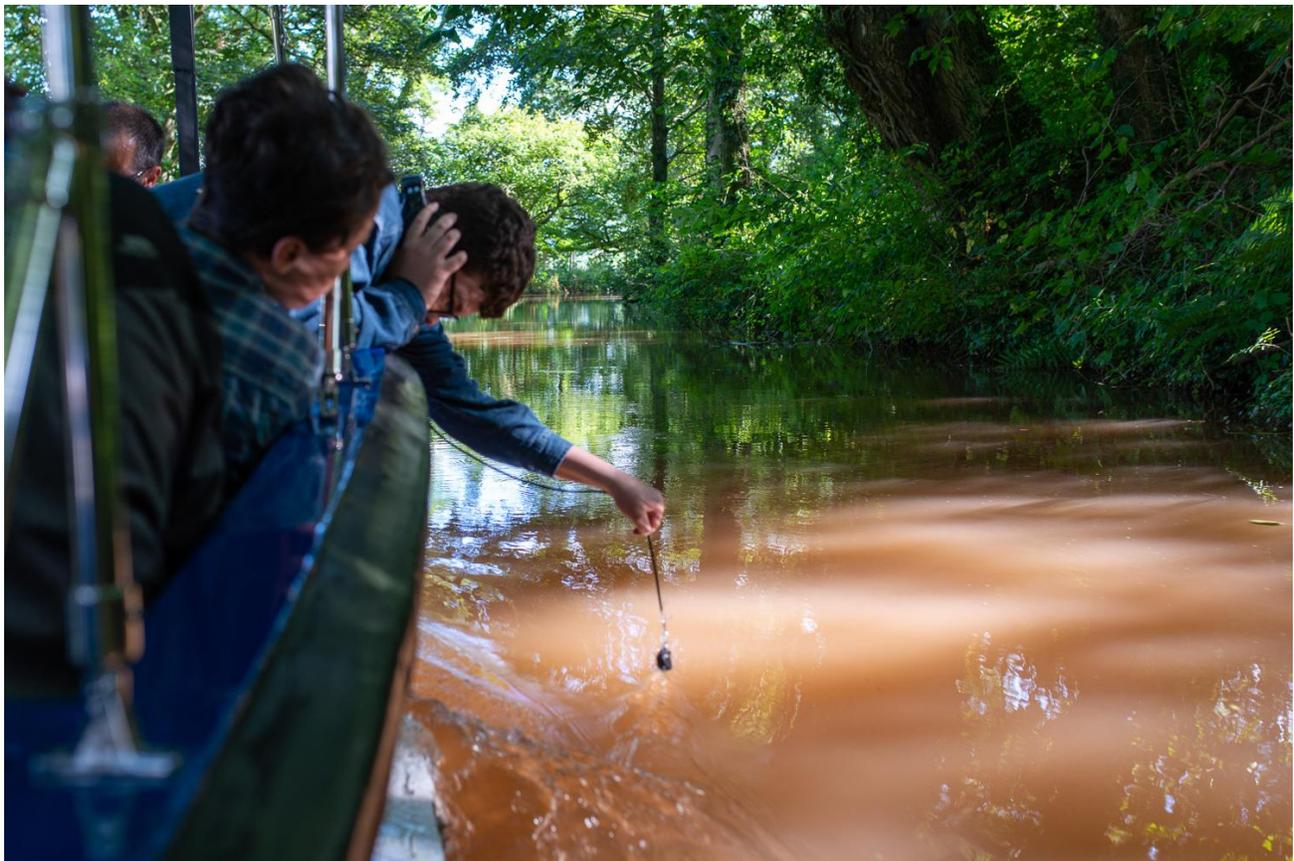


Photo Credit Vaida Barzeite

Performance Butty: a Hinterlands Wales project delivered by Peak on the Mon & Brecon Canal in partnership with Canal & River Trust, funded by Arts Council of Wales, C&RT and Foyle Foundation

"I think one of the best things I've gained is connection with other young people who've got good ideas and meeting creative professionals. It's given me direction and helped my self-esteem – I feel more confident to talk about myself when people ask what I've been up to." H, 25

"I've enjoyed that being on the canal makes you a little bit freer. Being less in control – going with the flow." C, 20