

Peckham Platform

Application Pack for Advisor Role

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 2010, 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 2023, 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 centre 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 centre of their educational development.

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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** is a problematic term 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.

Artistic Programme

Our artistic programme strives to be both relevant and supportive to artists 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.

For each commission, we focus our work on engaging communities that are at risk of being marginalized 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.

Our new home will provide a larger, redeveloped gallery that welcomes these communities and more to a permanent and resilient home for our ground-breaking work, building on 10 years at the forefront of social art.

Our current co-commissioning programme includes a three-year project funded by Catalouse Gulbenkian Foundation, Esmée Fairbairn and Big Lottery titled Create Civic Change. A cross-generational, cross-cultural project capturing our community's response to a rapidly changing Peckham.

Learning Programme

Our work with young people currently includes Arts Awards and Youth Platform, a creative in-house initiative that develops agency in young people facing multiple factors of disadvantage in Peckham. Funded by Charterhouse Southwark and the Portal Trust, in the last 3 years, we have nurtured 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

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growth moving forwards. The learning programme is currently going through a development process to increase our offer for more people across the ages.

"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

Company Information

Peckham Platform is a registered charity and company limited by guarantee. Its annual turnover is around £380,000 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 6 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 ten 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. We also work with Advisors to offer expertise in specific areas to support the Charity to deliver its charitable objectives.

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

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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

Our workforce reflects the demographics of Peckham and 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 to everyone we interview. 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.

ROLE DESCRIPTION	
Role Title: Advisor	Payment: Voluntary position; expenses paid
	Location: Quay House, 2c King's Grove, Peckham, London SE15 2NB. With remote working
<p>Scope of Role: This voluntary role is new to our organisation as we develop our network of supporters on a pro-bono basis. As a small charity we rely on professional people who have the capacity and willingness to donate their time, knowledge and skills to support our cause, vision and mission. We are seeking to grow and diversify our skills set as a team of committed people, at a time of significant change and growth. As an Advisor Peckham you will have the opportunity to make a real impact on the organisation as we move into our new building in 2023. If you have experience and knowledge in areas of business development; finance; governance; HR; commercial activities; property management; research and heritage; fundraising; development or any other area that would support our charitable activities please get in touch.</p>	
<p>We are reaching out to people who has the capacity to:</p> <ul style="list-style-type: none"> ● Donate their time, knowledge, skills and experience ● Advocate for Peckham Platform and our activities and supporting the organisation to develop their network of influential contacts ● Take part in shaping new innovative and entrepreneurial planning and opportunities to raise our profile and income 	

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- Attend 4-5 subcommittee meeting per year
- Input on our Capital Project, opening in 2023
- Input on business planning / pre- and post- Capital project
- Promote respect, self-care and positive well-being as central to the work of dismantling racism.

Skills, Knowledge and Experience

- A keen interest, knowledge and awareness of the work of Peckham Platform
- Ability to objectively evaluate, analyse and scrutinize information relating to the charity
- Business acumen and entrepreneurialism
- Ability to influence and build positive relationships to develop and grow our network with stakeholders
- Ability to work cooperatively and collaboratively with other Advisors, Trustees and staff
- An understanding of our local communities and of the social, economic and political challenges facing Peckham and Southwark
- Understanding and knowledge of Arts Council England's Strategy and Investment Principles including ACE's 'Creative Case for Diversity'
- Understanding of public funding
- Ability to undertake a DBS check for safeguarding purposes
- Previous Advisory experience is not essential.

Time commitment and remuneration

The Advisory role is an unpaid role however all reasonable expenses incurred by Advisor will be reimbursed so that no individual is out of pocket as a result of their involvement with the charity. This includes reasonable cost of travelling to and from meetings, cost of childcare while attending meetings and to facilitate reasonable adjustments for an Advisor with a disability.

How to apply

You are welcome to call us for more information and to discuss how you would like to engage with us as an Advisor. Please email Executive Director, Karin at karin@peckhamplatform.com

To apply, please send us your application

1. As 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. We would really like to hear why this role is an exciting move for you and what skills you would like to develop.

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2. A supporting CV no longer than 2 pages, that demonstrates your skills, knowledge and experience.
3. Please also include earliest start date and names of two referees (only contacted after seeking permission)

Complete the [Equal Opportunities Monitoring form](#) (this is for monitoring purposes only and will 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

Deadline: Rolling