

Application Pack Chair of Trustees



Emotional Mapping exercise with Resolve Collective, 2021. Image by Sadé Elufowoju.

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This is an exciting moment in Peckham Platform’s trajectory. We are seeking a new Chair to lead the organisation and the team with compassion, clarity and enthusiasm at a time of significant development. As our Chair, your role will be pivotal in shaping the organisation as we move into our new building on Peckham Square in 2025.

We are seeing an individual who has a strong grasp on issues that are relevant and important to our core beneficiaries and audiences including; Global South Heritage, working-class, intersectional and young people. You will lead the organisation with compassion and support cohesion and connection for diverse Peckham residents.

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.

We are currently working on launching 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

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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.

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 and Learning Programme

Our artistic programme strives to be both relevant and useful 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 marginalised in the cultural mainstream, empowering groups to explore the issues that arise with them. In the past, this has platformed the voice of women's 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

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more to a permanent and resilient home for our ground-breaking work, building on 10 years at the forefront of social art.

Our current 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

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Our work with young people includes Arts Awards and Youth Platform, our creative in-house initiative that develops agency in young people facing multiple factors of disadvantage in Peckham. Funded by Paul Hamlyn Foundation and Sir John Cass, in the last 2 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 growth moving forwards.

"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 £4-300,000. A National Portfolio Organisation of Arts Council England, the organisation relies on fundraising and income generation to deliver its creative and business plans.

Peckham Platform has a core part time staff of 4 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 9 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.

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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.

Anti-racism pledge and action plan

Our workforce aim to reflect 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: Chair

Salary: Voluntary position

Accountable to: Chair of Board of Trustees

Location: Quay House, 2c King's Grove, Peckham, London SE15 2NB

Areas of expertise / Scope of Role:

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We are seeing an individual who has a strong grasp on issues that are relevant and important to our core beneficiaries and audiences including; Global South Heritage, working-class, intersectional and young people. You will lead the organisation with compassion and support cohesion and connection for diverse Peckham residents.

You will be responsible for:

- Leadership (giving direction to board policy-making)
- Ensuring the Board of Trustees are cohesive; representing the organisation beneficiaries and has the necessary skills
- Considered decision-making; ensuring that decisions taken at meetings are implemented
- Fostering constructive relationships
- Representing the organisation at functions and meetings, and acting as a spokesperson as appropriate
- Bringing impartiality and objectivity to decision-making
- Ensure delivery of organisational purpose
- The Chair is line manager to the Co-Directors: Artistic Director and the Executive Director.

Shared responsibilities with the Co-Directors Executive Director and Artistic Director:

- Planning the annual cycle of board meetings and other general meetings where required, for example annual general meeting
- Setting agendas for board and other general meetings
- Developing the board of trustees including induction, training, appraisal and succession planning
- Addressing conflict of interest within the board and within the organisation, and liaising with the Executive and Artistic Director to achieve this
- Liaising with the Executive and Artistic Director to keep an overview of the organisation's affairs and to provide support as appropriate
- Leading the process of supporting and appraising the performance of the Executive and Artistic Director
- Sitting on appointment and disciplinary panels when required
- he vice-chair acts for the chair when the chair is not available and undertakes assignments at the request of the chair
- Ensure that all Chair and Trustee details are up-to-date with the Bank, Companies House and Charity Commission.

Experience:

- Leadership skills and experiences required to govern, develop and support the Charity.
- We are looking for someone with knowledge of the local area and with excellent connections within the cultural sector and ideally also within Southwark Council.
- You will have held senior leadership roles with a broad range of charity and cultural business experience.
- Practical and personal experience in effectively chairing meetings; where a range of voices are supported and encouraged to contribute.
- Efficient understanding or willingness to learn about Charity Governance
- Experience of working with Arts Council England in an NPO organisation

Personal Attributes:

- Excellent interpersonal skills, public speaking, dealing with media, public speaking, internal communications and building and maintaining relationships with stakeholders
- Able to listen, analyse, priorities and inspire
- Behaving with integrity
- Open and accountable

Commitment:

- There are quarterly Board meetings and committee meetings
- There is one to one 1hr meeting per month with the AD & ED
- Time commitment is up to 12-16 days per year
- Flexibility is necessary to attend meetings or functions early or late in the day. The role is unpaid and the appointment is for an internal three year term.

As all our trustees the Chair must have:

- A keen interest, knowledge and awareness of the work of Peckham Platform
- Ability to objectively evaluate, analyse and scrutinise information relating to the charity
- Ability to build positive relationships and networks over time to engage different communities, audiences and stakeholders with the work of Peckham Platform
- Perceptive communications skills, ensuring everyone participates
- Ability to work cooperatively and collaboratively with other Trustees and staff
- An understanding of - or willingness to learn about - the legal duties, responsibilities and liabilities of trusteeship
- An understanding of - or willingness to learn about - governance policies and procedures
- An understanding of our local communities and of the social, economic and political challenges facing Peckham and Southwark.
- Knowledge and a strong commitment to equal opportunities.
- Ability to undertake a DBS check for safeguarding purposes

Previous trustee experience is not essential, we are keen to support applicants from a variety of diverse backgrounds to develop their skills and to proactively support and mentor new trustees.

We are unable to take applications from individuals who fall into the categories described in sections 178 to 180 of the Charities Act 2011. This includes:

- Anyone who has an unspent conviction for an offence involving deception or dishonesty;
- Anyone who is an undischarged bankrupt;
- Anyone who has been removed from trusteeship of a charity by the Court or the commission for misconduct or mismanagement;
- Anyone under a disqualification order under the Company Directors Disqualification Act 1986;
- Anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register.

Time & Remuneration

The Trusteeship is an unpaid role however all reasonable expenses incurred by Trustees 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 trustee meetings, cost of childcare while

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attending trustee meetings and to facilitate reasonable adjustments for a trustee with a disability.

We do ask for a commitment to attend around 12-16 days a year to the business of the charity, including board meetings, committees and training.

How to apply

To apply please forward a comprehensive up-to-date CV together with a supporting statement explaining how your skills and experience match the requirements of the role to: recruitment@peckhamplatform.com. Applications can also be posted to: Peckham Platform, Quay House, 2C Kings Grove, London SE15 2NB.

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.
2. A supporting CV no longer than 2 pages, that demonstrates your skills, knowledge and experience.
3. Please complete the [Equal Opportunities Monitoring](#) form. The information is anonymous and used for the purpose of helping improve our recruitment processes to ensure we are reaching a wide range of candidates. The form will not be treated as part of the application.

Please also include earliest start date and names of two referees (only contacted after seeking permission)

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

Key dates for shortlisted candidates

11th September: Closing date to apply

18th to the 22nd September: Interviews to be held in Peckham

27th September: Shortlisted Candidates will join a 10min discussion with the Board of Trustees to discuss their leadership ambition with Peckham Platform.

7th December: Formal appointment and first board meeting for new Chair