



# Call out for new Trustees

July 2025



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# Crescent Arts

We are seeking to appoint two Trustees, located in Yorkshire, to join our organisation for a minimum term of three years. The successful candidates will collaborate with fellow Trustees and staff members to contribute to the development and implementation of our future plans and objectives.

We are looking for individuals interested in working as part of a small team, with an interest in the arts and an understanding of their potential impact. Familiarity with our work and the contemporary visual arts sector is preferred but not required. Those who have not engaged with our work but wish to contribute their skills and experience to support the arts are also welcome to apply. We encourage individuals who can offer constructive input on our activities, including those without prior Trustee experience, to express their interest.

Crescent Arts is committed to building a stronger charity by welcoming board members with diverse backgrounds and experiences. We provide equal opportunities for all and actively encourage applications from individuals who are under-represented in the arts, including those who identify as global ethnic majority, d/Deaf or disabled (including invisible disabilities or neurodiversity), LGBTQ+, or working class.

Crescent Arts supports the professional development of emerging artists and arts professionals through skill-building, experience, and mentorship, especially encouraging early-career applicants for Trustee roles. Based in Scarborough, Crescent Arts prioritises local community engagement and aims to expand its reach across Yorkshire, the North of England, and beyond. We welcome Trustee applications from Scarborough and Yorkshire residents, particularly those with expertise in Finance, Legal, IT and Digital Strategy, Business Growth, Property Development and Management, Communications, youth engagement, and climate or social justice.

# Being a Trustee

As a Trustee of Crescent Arts, you will draw upon your experience to support the organisation in fulfilling its role as a contemporary visual arts organisation in North Yorkshire, in alignment with Arts Council England's (ACE) *Let's Create* strategy.

- Ensuring good governance and management to sustain the organisation's financial stability and statutory compliance.
- Using your experience and knowledge to contribute to discussions and decision-making on relevant issues.
- Developing strategic plans and policies. – Meeting our obligations as an ACE National Portfolio Organisation (NPO).
- Supporting the organisation's fundraising campaigns. The Trustees meet four times a year, and twice a year with staff, usually during the evening on weekdays. Once a year we hold an in-person staff/Trustees Away Day for everyone to get together to address a training need, delve deeper into aspects of the organisation's future plans, and chat informally. Trustee meeting papers are distributed a week in advance, and we regularly review our progress against targets set out in our NPO funding agreement.

## Commitments

- Attend meetings, in person or online.
- Be fully up to date with the business of the organisation.
- Be well prepared for each Trustee meeting.
- Offer timely feedback and responses when requested.
- Attend exhibition and events where possible.
- Advocate for the organisation where and when appropriate.



# Origins

Established in 1979 by visual artists in Scarborough to offer studios, production facilities, professional development, and opportunities for community involvement through exhibitions and creative activities. The organisation has worked with various groups and coordinated events such as The Art Party Conference 2013 with artist Bob and Roberta Smith R.A., curated Helen Sear's exhibition for Wales at the 56th Venice Biennale in 2015 and supported Forestry England in developing its first arts strategy and commissioning visual artworks. In 2020, Crescent Arts' Trustees reviewed the organisation's ability to present contemporary visual arts, considering creative partnerships, equity, social justice, and climate and ecological concerns. This review resulted in an updated vision, mission, and organisational values statement, which currently inform the ongoing development of the organisation's structure and artistic programme.

## **Vision**

Crescent Arts is a vibrant creative hub rooted in Scarborough: responding to the need for equity and social justice by nurturing diverse artistic talent, connecting people to art and artists, making contemporary visual arts publicly accessible through meaningful participation and enjoyment.

## **Mission**

To advance understanding and engagement with contemporary visual art by maintaining a creative hub in Scarborough, providing exhibitions of art, workshops, professional development for artists, talks and events for the enrichment of communities throughout North Yorkshire.

## **Values**

- Committed to being a learning organisation.
- Striving towards anti-racism and inclusivity.
- Working towards a social model of mobility.
- Investing in the well-being of artists and our diverse communities.
- Prioritising the development of contemporary visual arts and artists.
- Working to address the climate crisis and support climate justice.

Crescent Arts relocated to the Woodend Creative Workspace in 2020 from our long term home in the basement of Scarborough Art Gallery, and we now curate the Woodend gallery spaces on a year round basis. We have delivered a programme of new commissions, professional development for artists, and strategic networking between visual arts organisations on the East and West coasts in the North.

Crescent Arts has a number of enduring partnerships and projects, with organisations such as Cross Lane Hospital, Blueberry Academy, Dalby Forest, and Scarborough Sixth Form College. These partnerships have informed our programme of delivery with gardening projects, working with young people and the LGBTQ+ community. Crescent Arts today is to bring together the

organisations rich history as a grassroots artist-led workshop and its present ambitions to reach out and connect with local artists and communities throughout Scarborough and North Yorkshire.

Given the current environment for arts organisations and the changes Crescent Arts has experienced during its 45-year history, Crescent Arts remains focused on its vision and mission of providing socially engaged arts exhibitions, projects, and events in Scarborough and North Yorkshire. This period marks a point of transition for the Board, offering opportunities to contribute to the organisation's ongoing work with the arts and community.

### **Our Creative Team**

- Vickie Bissett – Director
- Joel Hague – Curator & Programme Co-ordinator
- Hannah Sprague – Outreach & Engagement Co-ordinator

### **Trustees**

- Dr James Boaden, Co-Chair – Senior lecturer in Modern and Contemporary Art, University of York.
- Victoria Burns, Co-Chair – National Co-ordinator for Culture Declares Emergency, and consultant.
- Becky Gee – Freelance curator and PhD candidate.

## **Next Steps**

If you wish to apply to become a Trustee, please email Vickie Bissett at [director@crescentarts.co.uk](mailto:director@crescentarts.co.uk) with an expression of interest letter (up to two sides of A4) and a short CV. Covering your relevant skills and experiences, what you can contribute as a Trustee, why you want to join the Board, and what you would like to get from the experience. You can apply using a video or audio file, no longer than 10 minutes in duration. If there are any other adjustments, we can make to facilitate your application, please get in touch.

**Closing date for expressions of interest is 5pm on  
Thursday 31<sup>st</sup> July 2025.**

# Trustees Role

Trustees provide strategic leadership to Crescent Arts' ensuring that it governs the charity effectively, in service of its vision and mission. They guide the organisation to work together well, working inclusively as a team and provide support and challenge. They oversee that the right moment. With governance and financial management to achieve good practice in fulfilling its charitable aims and financial sustainability.

## Our aim

Under charity law, the Board of Trustees holds the ultimate responsibility for directing the affairs of CA, and ensuring that it is solvent, well run and delivering the charitable outcomes for which it has been set up. This document seeks to define the key responsibilities of the trustees and provide clarity on the personal skills and experience required to successfully fulfil the role.

## Associated documents

The job description and person specification should be reviewed in conjunction with the related documents and policies, which are available in hard copy format.

- Constitution
- Crescent Arts Governance Principles
- Conflicts of Interest Policy
- Code of Conduct

## Responsibilities of Trustees

- Champion Crescent Arts' vision, mission, values, and activities.
- Approve, monitor, implement, and evaluate operational strategies and policies.
- Examine Crescent Arts' financial plans and budgets, monitor and evaluate their progress.



- Ensure that key risks are identified, monitored, and controlled effectively. Review and approve Crescent Arts' financial statements.
- Support the effective and efficient administration of the organisation.
- Provide support and challenge to the Creative Team with regard to individual well-being as well as operational efficiency.
- Contribute to regular reviews of Crescent Arts' governance.
- Attend Trustee meetings, adequately prepared to contribute to discussions. Use independent judgment, acting legally and in good faith to promote and protect Crescent Arts' interests, to the exclusion of their own personal and/or any third-party interests.
- Keep abreast of changes in the local and national arts and culture sector, attending Crescent Arts events where possible.
- Attend training and provide information relevant to Crescent Arts' policies and development.
- Ensure that Crescent Arts fulfils its statutory obligations including, but not restricted to, Health and Safety, Safeguarding, Data Protection, Equal Opportunities.
- Contribute to Crescent Arts' environmental goals, supporting the company to agree and meet its targets.

## **Skills and qualities of Trustees**

- Willingness and ability to understand and accept their responsibilities and liabilities as Trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity, and inclusion.
- Enthusiasm and commitment for our vision, mission, and values.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.



## **Terms of office**

- Trustees serve three-year terms and may be reappointed for one additional term with Management Committee approval. After two terms, they must step down for at least 12 months before being eligible for reappointment.
- This is a voluntary position, but reasonable expenses such as travel incurred in undertaking the role may be reimbursed.

## **Time commitment**

- Attend regular Management Committee meetings; four business meetings (including the Annual General Meeting), and two staff and board meetings.
- Attending an annual Away Day and training sessions as agreed.
- Membership of subcommittees / task and finish groups as appointed.
- Meetings with staff / freelancers / other Trustees on specific issues.

## **Useful links**

**The Essential Trustee: What you Need to Know. The Charity Commission**

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

**The Hallmark of an Effective Charity. The Charity Commission**

[https://assets.publishing.service.gov.uk/media/5a74792240f0b646cbc40158/C10\\_LowInk.indd.pdf](https://assets.publishing.service.gov.uk/media/5a74792240f0b646cbc40158/C10_LowInk.indd.pdf)

**Conflicts of Interest: A Guide for Trustees**

<https://www.gov.uk/government/publications/conflicts-of-interest-a-guide-for-charity-trustees-cc29/conflicts-of-interest-a-guide-for-charity-trustees>