



# Trustee Recruitment pack

October 2025



# Welcome from Accessible Arts and Media's Board of Trustees

Hello, and thank you for your interest in becoming a Trustee of Accessible Arts and Media.

For over 40 years, we've supported York residents who face additional barriers with activities and performance opportunities that develop skills, confidence and community.


We believe everyone can learn, everyone can be creative, and everyone can play a part in their community, they just need the right support. Our projects create safe, welcoming spaces where people can connect, grow in confidence, and share their talents.

We're now looking for new Trustees to join our friendly board and help us make sure our work has the biggest impact it can. Whether you're an experienced trustee or completely new to the role, your skills, experience, and lived perspectives could make a real difference.

We'd especially love to hear from people with experience in charity governance, fundraising, finance, arts management, and the care or education sectors, but are keen to welcome trustees with a variety of skills and with a broad range of lived experiences.

We look forward to hearing from you.

Best wishes,

A handwritten signature in black ink, appearing to read 'Lucy Galliard', with a long horizontal flourish extending to the right.

Lucy Galliard  
Chair, on behalf of the Board of Trustees



# Could you shape a more inclusive, creative York?

## About Accessible Arts and Media

Based in Clifton, York, AAM is a registered charity and company limited by guarantee. Since 1982, we've delivered inclusive creative learning and wellbeing projects for people of all ages.

## Our projects include:

- Creative sensory activities for people with complex disabilities, dementia, and mental ill-health
- Training programmes where learning-disabled adults and young people develop leadership skills
- Singing and signing choirs
- Accessible music-making groups
- Creative media programmes that help people tell their stories

## Taking part helps people:

- Build confidence and resilience
- Learn new skills for life, education, and work
- Make friends and connect with their community
- Share their talents through workshops, performances, and films
- Feel valued, creative, and included

## Why become a trustee?

Being a trustee is a rewarding way to support a local charity while developing your own skills and experience. As a trustee at AAM, you will:

- Help shape our strategy and future direction
- Use your knowledge and experience to guide and support the staff team
- Play a part in ensuring AAM is well-run, financially secure, and making a real difference
- Join a warm, supportive board where learning and collaboration are valued
- Most importantly, you'll be helping to build a more inclusive York where everyone can shine.

## What do Trustees Do?

Trustees provide oversight, support, and challenge to ensure AAM runs smoothly and achieves its goals.

### Time commitment

- Four board meetings per year, usually held online, but with at least one meeting per year in person. Most meetings are held in the early evening
- Reading papers and preparing for meetings
- Finance sub-group meetings held online for members of this sub-group only, and held each quarter before the full Board meeting
- Attending AAM events when possible

### Key responsibilities

- Ensure AAM's work reflects its charitable aims and values
- Approve budgets and monitor financial performance
- Support the Chief Executive with major decisions
- Contribute expertise and advice
- Act as ambassadors, advocating for AAM in your networks
- Trustees are unpaid, but travel expenses can be reimbursed. Training and induction are provided

For more on general trustee responsibilities, see: [The Essential Trustee – Charity Commission guidance](#)

One of our volunteers put it best:

*“I’ve volunteered with AAM for over 3 years and the people I’ve met through the charity have made a real impact on my life. They’re so positive and understanding of each other’s needs. I’ve gained lifelong communication skills and it’s given me huge reward to be part of such great projects.”*

You can find out more about our work on our website: [www.aamedia.org.uk](http://www.aamedia.org.uk)

## Who We're Looking For

We welcome applications from anyone who believes in what we do. You don't need previous board experience, just commitment, curiosity, and the willingness to contribute.

You might be a good fit if you have one or more of the following skills, but we welcome applications from people with a diverse range of experiences:

- Charity governance, including the legal obligations of charitable organisations
- Fundraising
- Professional finance experience (e.g. a Finance Manager, Accountant)
- Arts Management – within the charitable or commercial sector
- Good connections to the local community, arts or charity sectors
- Knowledge of care, disability, health, or wellbeing issues
- Knowledge of education and issues around special educational needs
- Lived experience of learning disability, physical disability, mental ill-health, or dementia (personally or through family/friends)

## Our Commitment to Inclusion

Accessible Arts and Media is committed to ensuring that we're an inclusive and diverse organisation, across our Board, management team, artists, Patrons, and programming, enabling us to become representative of the audiences and communities we serve.

We welcome, and encourage, applicants with a wealth of lived experiences, and from a range of backgrounds, who can support Accessible Arts and Media's ambition to become fully inclusive and reflective of our communities, who can contribute to broadening our knowledge, understanding, and implementation of equitable and inclusive practice across all areas of our work and organisation.

We recognise that we are on a journey of learning and improvement to enable us to fulfil our aims around diversity and inclusion.

We encourage all musicians, partners, Board members, and staff to engage with us to help make Accessible Arts and Media a truly equitable and inclusive organisation.

All trustee applicants must be over 18 and not disqualified from acting as a trustee (e.g. bankruptcy, fraud convictions, or previous removal as a trustee/director).



## Last year we...



Engaged **232** people in creative learning and wellbeing activities



Created **639** hours of paid employment for freelance artists



Were supported by **43** fabulous volunteers



**850** people accessed our free learning resources via our website



Worked with **46** partners across the education, cultural, voluntary, health, social care, and business sectors

## How to Apply

If you would like an informal conversation before applying, please email [recruitment@aamedia.org.uk](mailto:recruitment@aamedia.org.uk) and one of our trustees will be in touch.

To apply, please email [recruitment@aamedia.org.uk](mailto:recruitment@aamedia.org.uk) by **Monday 24th November**. Tell us about yourself, what you could bring to the role, and feel free to include a CV if that helps.

We will respond to all applicants by Friday 28th November, with shortlisted candidates being invited to meet with some of our current trustees in person at our York office on **Thursday 4th of Friday 5th December**

## Find out more

[Accessible Arts & Media website](#)

[Meet our CEO, Team and Trustees](#)

[Charity Commission overview of AAM](#)



Credit: Jemma Mickleburgh