



Trustee Information Pack

December 2020

Dear applicant,

Thank you for your interest in the Albany and I am delighted you are considering applying to join our Board. The Albany is an important organisation that sits at the heart of its community in Deptford. It has a strong and proud history as a pioneer of community arts, as well as playing a vital role in the anti-racism battles of the 70s and 80s. We recognise, that 50 years on, that battle against racism continues. As an organisation, it is vital that our staff team, the artists we work with, our audiences, and the work we present reflect the diversity of our home borough Lewisham and more widely of South East London. It is even more vital that the Board is equally representative.

Whilst our current Board is already more diverse than that of most similar arts organisations, we reflected on where we needed to go further over the summer, and committed to recruiting an artist with African or Caribbean heritage to our Board as one of a number of new commitments. Our CEO and Artistic Director, Gavin Barlow, has detailed [our longer term plans](#) in response to Black Lives Matter.

How We Work

We have recently announced our biggest shift towards a more democratic model of making and creating. In partnership with ARC Stockton we have introduced [Artists of Change](#) which will give local people and artists a bigger say in what they see at the Albany, by co-creating work directly with and for communities. *Artists of Change* aims to bridge the gap between venues, artists and residents to transform the traditional 'top-down' programming model. As well as radically reshaping what is presented, it also represents a step-change towards further democratising the way the Albany is run.

We were pleased to announce in September that we will be the Lead Delivery Partner with Lewisham Council for the London Borough of Culture 2022, which has the theme of Cultural Activism and a 'cultural manifesto' aiming to stimulate lasting change.

You would join the Albany as we embrace another key moment in our history and work together with our staff, artists and local communities to make a real difference both locally and in the wider cultural sector. I look forward to receiving your application.

With best wishes,



Dame Joan Ruddock
Chair of Trustees
The Albany

About our Board

You will be joining a committed Board of Trustees led by Dame Joan Ruddock. The Board itself is made up of appointed and elected Trustees.

Our Trustees are guided by the seven principles of the Nolan Committee:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Main duties of our Trustees

1. The Albany Board is responsible for the governance of the organisation and is the employer of the Albany staff.
2. There are four Board meetings a year as well as an Annual General Meeting which is usually held in January.
3. Trustees may also be asked to join sub-committees that will benefit from their skills and experience. You may also be invited to engage with the Senior Management Team and staff on specific areas of development or on particular projects.



New Board Member Wanted by the Albany

The Albany is a vibrant, award-winning, performing arts venue based in the heart of Deptford. We exist to inspire, develop and support creativity for the benefit of our community. We are looking to appoint a Trustee to join our voluntary Board to support us in achieving these goals.

About the Albany

Our mission is to provide:

- An artistic and community resource where diversity and creativity flourish
- A space where new talent is nurtured and exposed to ideas from across the world
- High quality creative experiences relating to the communities we serve
- A creative centre for learning within the community, contributing to the cultural, social and economic benefit of South East London.

The organisation has grown considerably over the last years with turnover increasing to £3.6million in 2019/20. The Albany is a registered charity and operates a social enterprise business model generating over 50% of its turnover from earned income. We are also grateful for the consistent support of the London Borough of Lewisham and Arts Council England.

During the last year over 240,000 people visited the Albany and used its facilities, including audiences of 50,000 at over 300 events. Not including its use of outdoor spaces and other sites, the Albany has four performance spaces, and its year-round programme encompasses music, theatre, outdoor arts and spoken word as well as an array of learning, participatory and community-based projects. Our other facilities include rehearsal and meeting rooms, office space for 26 resident companies and a catering operation across three sites.

The Albany also manages community and performance spaces at Deptford Lounge and Canada Water on behalf of Lewisham and Southwark Councils, including the 150-seat studio theatre at Canada Water. The combined footfall across all three buildings is now in excess of a million people a year. The Albany has ambitious plans for the next few years, including leading on national projects, developing new artistic and programming models, and major capital development.



Skills and experience

We are looking for someone who:

- is, or has experience as a practising artist
- can demonstrate a lived experience of the diverse communities we serve, including, but not exclusive to people of African and Caribbean heritage
- shows a commitment to the Albany, and our aims and objectives
- is willing to devote the necessary time and effort to their duties as an Albany Trustee
- has a commitment to the seven Nolan^[1] principles
- has an ability to think creatively
- has good, independent judgment
- has an understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- has the courage and willingness to speak their mind in the board room
- understands the need for confidentiality
- can work effectively as a member of a team

About the role

- The role is a voluntary position; however, any reasonable expenses will be reimbursed.
- The post is for a minimum of three years (one term) and a maximum of six years (two terms).
- It is expected that Trustees attend some of our events at the Albany (or at our sister sites, Canada Water Theatre and Deptford Lounge).
- You do not need to have academic or professional qualifications to be considered for the role.
- You do not need to have had previous experience as a Trustee to be considered for the role.

N.B. Please be assured that being a Trustee would not preclude you from having a relationship with the Albany as an artist, or being paid as a freelancer, outside of any Board duties.

[1] <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>

Additional information

The Albany aims to encourage a culture where people can be themselves and be valued for their strengths and we want our team to represent the same diversity of audiences and artists we welcome into our venues every day. We therefore are keen to hear from a range of candidates from all backgrounds drawing on different perspectives, experience and knowledge.

- The Albany will offer an interview to anyone who identifies as a D/deaf or disabled person who meets the skills and experience listed above.
- We will work with candidates to ensure their access needs are met during the interview and any access requirements will not factor into our decision making

How to apply

If you are interested in becoming a Trustee of the Albany, there are two ways in which you can submit your application.

Option one

You may choose to submit a CV and a covering letter (no more than two pages of A4) setting out why you are interested in becoming a Trustee of the Albany and what you will be able to contribute to the role.

Applications should be submitted by email to our Chair, Joan Ruddock, at **board@thealbany.org.uk**

Option two

Alternatively, if you prefer, you can submit a video, of no more than five minutes, telling us of your experience and why you are interested in becoming a Trustee and what you will bring to the role.

Applications should be submitted by WeTransfer to our Chair, Joan Ruddock, at **board@thealbany.org.uk**

Any questions?

If you have any questions, or would like an informal discussion about the post, please email:
alison.hamilton@thealbany.org.uk

Application deadline

Applications should be received by noon on **Monday 25 January**.

Interviews

Interviews are scheduled to take place w.c. 15 February. Interviews will be informal and will be with a panel of Trustees and staff. Whilst we hope the interviews will be held in person, it is more likely they will be held virtually via Zoom.

