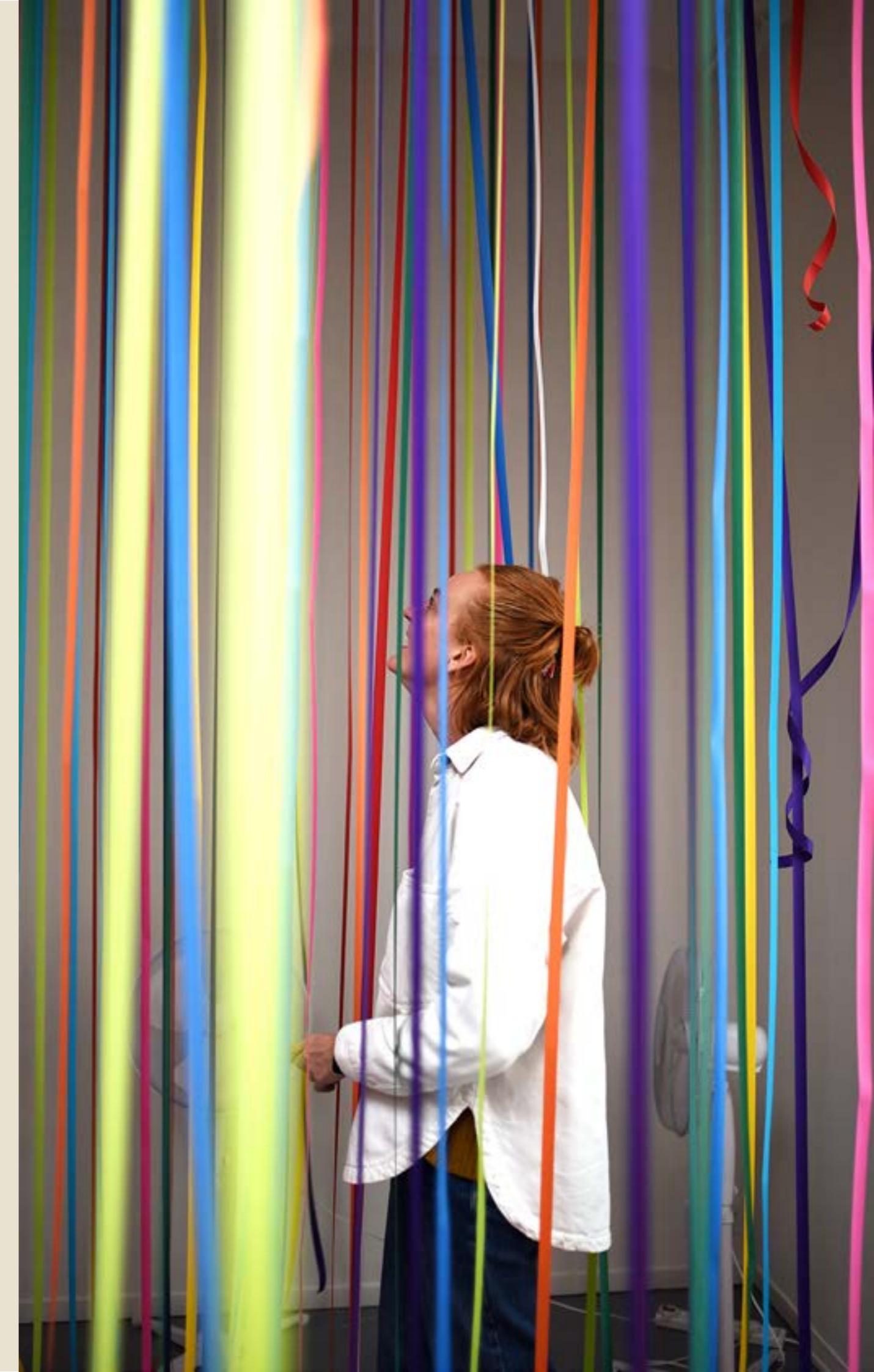


The Art House

**BECOME
OUR NEXT
TRUSTEE**

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A MESSAGE FROM OUR CO-EXECUTIVE DIRECTORS

The Art House (TAH) has always been shaped by the people who care about it, including artists, local communities, visitors, our Team and Trustees. That belief led us to adopt a shared leadership model in 2025, and it's what underpins everything we do.

As Co-Executive Directors, we lead together because we believe leadership should be collaborative and accountable, as well as being rooted in lived experience. Embracing a collaborative model reflects the values of TAH: shared responsibility, balance, care, and the understanding that better decisions are made when power is not held by one voice alone.

We also know that those who lead an organisation also shape how it feels. Coming from working-class backgrounds, and leading as a Female and Queer-led organisation, we bring lived experience of navigating systems that haven't always been designed to include everyone. That perspective influences how we think about access, care, and fairness, and why collaboration matters so deeply to us. Stepping into these roles has been about trust and continuity as much as change, protecting what makes this place special, while being honest about what still needs to grow and continuing to deliver ambitious plans year on year.

So, thank you for your interest in joining us here.

Being a trustee at The Art House isn't about distance or status. It's about being in an exciting working relationship with the organisation, with its values, and with the real people affected by the decisions we make. It means holding care and ambition at the same time. Asking difficult questions. Offering support. And helping ensure this organisation remains brave, welcoming, and sustainable for the long term.

If you're reading this and wondering whether you might belong here, we hope this pack gives you a genuine sense of who we are, and not just what we do on paper. We're not looking for perfection and "expertise". We're looking for people who believe in creativity as a public good, and that creativity has the power to inspire, empower, and transform lives. We're looking for people who value fairness and inclusion, and who want to help guide a space where people can be seen, heard, and supported to thrive.

We'd love you to join us.

Lucy Juniper and Damon Jackson-Waldock
Co-Executive Directors





**WHO WE ARE
AND
WHAT WE DO**



ABOUT THE ART HOUSE

The Art House (TAH) is a people-first, values-led arts organisation in the heart of Wakefield, West Yorkshire. Founded in 1994 by disabled and non-disabled artists, TAH was established to remove barriers to participation in the arts and to create a space where creatives could work alongside one another on equal terms. More than 30 years on, that founding principle continues to drive who we are and how we work.

We champion inclusion, equity, and co-creation, believing that creativity flourishes when everyone can take part. Our programme has long been at the forefront of supporting artists and communities who have been historically marginalised in the arts, championing diverse voices including disabled and neurodivergent people, refugees and people seeking asylum, people experiencing mental health challenges, and those facing economic barriers.

TAH has become a vital part of the local cultural ecosystem. We're home to the largest creative community in Wakefield, with 45 artist studios under one roof. Our building also includes three on-site flats,

used free of charge by visiting artists taking part in our residency programme, and three professional **Maker Spaces** equipped for ceramics, printmaking, and photography, and designed with accessibility at their core. Together, these spaces support people to develop their skills and practice, sustain their careers, and take creative risks.

Creativity at TAH is a tool for social change. We work closely with local communities and cross-sector partners to address unmet needs across Wakefield, particularly in relation to mental health and sanctuary provision. Our building has become a vital and creative sanctuary, a place where people come together to feel welcome, accepted, inspired, and connected.

Our engagement work is rooted in co-creation. Our work starts from the belief that no group is “hard to reach”, only underserved. We design programmes in direct response to local needs, with **Creative Arts and Health** projects that foster wellbeing, social connection, and opportunity, demonstrating the power of creativity to support lasting individual and collective change.



In 2017, TAH became the first **Studio of Sanctuary** in the UK, and in 2023 we were recognised as a **Gallery of Sanctuary**. Through this commitment, we stand alongside displaced people and refugees, and support creative people seeking sanctuary to rebuild their artistic practice and careers, while bringing all communities together through free creative workshops and events that promote understanding and challenge bias.

We are often described as a welcoming space. Supporting this work, our cosy **Coffee House** and independent shop are integral to how the building functions in helping us ensure TAH feels open and accessible, particularly for people who may feel that art galleries are not for them.

The **Shop** champions local makers and designers, offering visitors the chance to purchase work made both on site and within the wider region. This helps support artists' livelihoods and contributes to the organisation's long-term sustainability, without losing sight of our values.

We believe arts organisations have a significant role to play as activators for regeneration and placemaking in their local communities. That's why we set up **Well Placed**, to empower cultural, community and non-profit groups to reinvigorate empty shops across Wakefield, Salford and Dewsbury.

Our impact has been recognised nationally. In 2022, we received the Gulbenkian Civic Arts Award, with judges praising our "unswerving commitment to co-creation, developing skills and creativity with local communities, championing diverse voices and dissolving barriers between art and social impact".

In 2025, TAH was awarded the Yorkshire Post Tourism Award for Accessibility and Inclusion and we have just been nominated for the Community Arts Award at the Yorkshire Choice Awards 2026.



Leeds (A61)
Bradford (A650)
Westgate



WHY THE ART HOUSE EXISTS

(And why it matters if you're thinking
about becoming a trustee!)

TAH exists because access to creativity is not equal. We believe in a fairer, more inclusive world where creativity can change lives. It belongs to everyone; a shared language that brings people together across difference and makes space to express who they are, where they're from, and what they care about.

At TAH, art isn't something that happens to people. It's something people do, shape, question, and share. We're a people-first creative organisation – meaning the building, and access to it matters – but the people inside it matter more. Artists, participants, trustees, staff, audiences, communities: all of them shape what this special place is.

We provide space, support, and opportunity for artists and communities to make, share, and engage with art. We centre people who have historically been pushed to the margins, whether through disability, class, displacement, or systemic exclusion, not as an add-on, but as a starting point. Above all, TAH is a place where people can feel they belong. Being a Trustee here means holding that purpose, not just protecting it, but helping us evolve and grow.

“I’m a trustee at The Art House because the work they do genuinely matters! There are very few places like it. It’s an organisation that combines artistic ambition with real care for people and its communities, and isn’t afraid to lead with its values.

The Art House is rare. It’s a place where creativity, social purpose, and lived experience sit at the centre of everything. And being part of that, and helping to steward it responsibly into the future, feels both so important and so worthwhile.”

Adrian Brooks, Chair of Trustees





OUR VISION, MISSION AND VALUES

Our **Vision, Mission and Values** have been co-created by TAH Team. These are a result of reflection, dialogue, and collaboration across every department.

Everyone was invited to share their understanding of who we are, what we stand for, and where we're going. What you see here is a shared expression of purpose, rooted in lived experience, guided by our charitable aims, and shaped by the voices of the people who make TAH what it is.

OUR VISION

We envision a more inclusive and fairer world where creativity is a shared language that brings people together, across backgrounds, identities, and experiences, and where everyone has the space, tools, and support to express themselves through art, to grow, and to learn – together.

OUR MISSION

TAH is a people-first creative organisation that provides space, support, and opportunities for artists and communities to make, share, and engage with art.

We champion inclusivity, accessibility, and bold, socially engaged ideas and practice – from grassroots to professional, local to international. We offer artist residencies, exhibitions and professional development.

We support creative ideas, personal growth, and cultural exchange. We don't shy away from difficult topics; instead, we aim to be a space that sparks conversations, embraces boldness, and supports work that challenges the status quo.

Our public programmes, studio spaces, and engagement programmes empower people to explore and reflect through creativity. We help connect communities across Wakefield and beyond, using art as a tool for civic dialogue and social change.

We centre those who have historically been excluded from the arts, and evolve continually in response to changing social needs. The Art House is a place where people can feel safe, celebrated, and inspired, to learn something new, to share their culture and lived experiences, and to explore their own creativity.



OUR VALUES

EQUITY

We level the playing field by creating fair, supported pathways into art and opportunity, especially for those who've been historically excluded or underrepresented.

ACCESS AND BELONGING

We welcome everyone. Inclusion is central to everything we do. We actively remove barriers to participation: physical, emotional, and financial. We create spaces where people feel they belong and can take part on their terms. We know access is not fixed, and commit to listening, learning and improving.

CREATIVITY FOR ALL

We believe everyone has the right to be creative and that art should be for everyone. Not just to view, but to make and share. But access isn't equal, so we start with people's needs to open up opportunities, because creativity should be participatory and shaped by many voices.

COMMUNITY AND CONNECTION

We bring people together and build relationships through support, advocacy, shared making, learning,

and conversation. Our spaces are shaped by people who use them, rooted in care and co-creation.

COURAGE AND CARE

We identify and nurture emerging talent locally, nationally and internationally, and support work that speaks to real issues. We are not afraid to challenge social issues through art, but we do so with respect and solidarity.

EXCELLENCE AND AMBITION

We set high standards, but we know excellence comes from learning. The Art House is a space where we can learn, make mistakes, and grow. We listen and adapt, nurturing potential, pushing creative boundaries and continually strive to grow.

HEALTH AND WELLBEING

We believe creativity is good for you. Backed by evidence, we know that engaging with art can reduce stress, support wellbeing, and help people feel seen. We nurture spaces where people can care for themselves and others - both emotionally and physically - through making, connecting and taking part.



THE ART HOUSE'S IMPACT

TAH is a small charity that aims to make a big difference. Our impact comes from long-term, people-led work that breaks down barriers to participation and amplifies voices that have historically been unheard in the arts.

We focus on creating real change for communities and artists from underrepresented backgrounds, while strengthening connection and cohesion across Wakefield and beyond. Our work places creative people and lived experience at the centre, recognising lasting impact is built through trust, care, and sustained relationships.

We deliver impact through exhibitions, residencies, affordable studios and professional development, as well as creative Arts and Health and Sanctuary engagement work that prioritise co-creation and individual stories. These support creative development, wellbeing, and professional progression, while creating spaces for shared understanding.

TAH is free and each year around 24,000 people come through our doors, with over 5,000 people participating more deeply through our engagement programmes.

As a **Studio and Gallery of Sanctuary**, we stand in solidarity alongside artists and people seeking sanctuary, supporting creative practice and rebuilding confidence and networks. Shared creative workshops bring together local residents and people with diverse life experiences as a way to build understanding and challenge bias.

Our **Arts and Health** programme supports people experiencing mental health challenges using creativity to foster wellbeing and connection, while our **Adopt-a School** initiative strengthens relationships to support local school children in disadvantaged circumstances.

Our off-site programme **Well Placed** puts our belief into practice that arts organisations play a significant role in regeneration and placemaking in communities. It supports the sustainability of artists, social enterprises, groups, and charities across the UK to reinvigorate empty spaces.

Artists remain at the heart of everything we do. We remain committed to delivering high-quality **Artist Residencies**, and an exciting **Exhibition Programme** that supports artists identifying as from traditionally marginalised backgrounds, or facing significant barriers to participation, and help shift attitudes and open up dialogue around issues that shape people's lived experience.







OUR ORGANISATION AND OUR PEOPLE

Charity Status and Governance

TAH is a registered charity (Charity Number 1063671), governed by a Board of Trustees who hold legal responsibility for the organisation. Trustees bring a mix of lived experience and professional expertise, supporting our work across inclusion, placemaking, community engagement, and social justice. In 2025, we adopted a Co-Executive Director leadership model, appointing two leaders to reflect our values of shared responsibility, collaboration, and sustainability, and clear accountability at senior leadership level.

Staff and Leadership

Representation and lived experience are embedded across our staffing and leadership, so participants and artists see themselves reflected in the organisation they engage with. We employ 22 staff (12 FTE), with 86% identifying as women. The organisation is Female- and Queer-led. We are proud that 21 members of staff identify as artists or creatives, ensuring our work is shaped by people with direct experience of creative practice. Both Co-Executive Directors come from working-class backgrounds, have deep roots in

Wakefield, and maintain strong national networks. Their leadership reflects our served communities and actively challenges the increasing elitism of the arts sector.

Our Curatorial Team come from proud working-class backgrounds and have developed their practice outside traditional academic routes. Rather than formal MA-level curatorial training, they have built their expertise through lived experience, initiative, hands-on learning, and sustained professional development. This has resulted in a high-quality and deeply caring curatorial approach, grounded in collaboration, and access, and a curatorial vision with relevance in the world today.

Funding and Sustainability

TAH is part of the Arts Council England (ACE) National Portfolio (NPO), providing core funding and supporting organisational stability, long-term planning, and sector leadership. Alongside NPO funding, we are supported by major trusts and foundations, as well as earned income, and partnerships that align with our mission and values.





**COULD YOU
BE OUR NEXT
TRUSTEE?**

Trustees play a vital role in supporting TAH, helping us stay true to our purpose, make sound decisions, and remain accountable to the people and communities we support.



As a values-led, people-first organisation we rely on Trustees to bring curiosity, challenge, care, and perspective. We also need them to help hold our long-term vision, support our leadership, and ensure that ambition is matched with responsibility.

Equity, Diversity and Lived Experience

We believe strong governance is built through diverse perspectives, as well as professional experience.

We actively value lived experience and welcome applications from people who reflect the communities we work with including disabled people, people with experience of migration, and people from the global majority.

WHY TRUSTEES MATTER AT THE ART HOUSE

But we also recognise that access to Trustee roles is not always equal in the arts sector, and that boards have not always reflected contemporary lived experience in the UK. Therefore we are committed to removing

barriers to participation and supporting people to take up Trustee roles, regardless of background, identity, income, or experience. Representation on our Board matters. It strengthens decision-making, deepens accountability, and helps ensure our work remains inclusive and rooted in real experience.

WHAT DO TRUSTEES DO?

Alongside fellow Trustees, you will be supported to:

- **Ensure The Art House is well-governed, financially stable, and aligned with its charitable objectives.**
- **Provide guidance with strategic direction, setting priorities, risk management and monitoring progress.**
- **Ensure we're accountable and do what we say we do.**
- **Take a balanced approach to risk, protecting the organisation while enabling growth and innovation.**
- **Safeguard our reputation and uphold our values.**
- **Appoint, support, and hold to account the Co-Executive Directors, collaborating and celebrating the unique skills and experiences to drive impact.**

Trustees are encouraged to contribute their specific skills, knowledge, and lived or learned experience to support sound decision-making.

All day-to-day management and delivery are carried out by a paid staff team, with specialist freelance support where needed.

Time Commitment and Expectations

The Board currently consists of seven Trustees, meeting four times a year. Meetings are hybrid (in-person and online) and arranged with access needs in mind. Trustees are expected to attend at least 80% of Board meetings and key events where appropriate.

Trustees are usually appointed for a three-year term, with the option to serve up to two terms. Between meetings, Trustees may be asked to support sub-groups, attend occasional meetings or calls with the Co-Executive Directors, where appropriate, and take part in an annual strategic away day. The Chair leads the annual AGM. The role is unpaid, but reasonable travel and agreed expenses are reimbursed.

Free Exhibitions | Delicious Food & Drink | Independent Gifts | Creative

The Art
House

EVERYONE
WELCOME

Entrance
the

9.30-16.00
DAY-SATURDAY





WHAT'S EXCITING ABOUT BECOMING A TRUSTEE?

Becoming a Trustee at TAH means being part of something that is evolving and rooted in real people's lives. This is not a role that sits at a distance. Trustees are close enough to the organisation to understand its impact, values, and challenges, while holding the strategic perspective needed to help it thrive. You'll help shape decisions that affect artists, communities, and futures, not just policies or papers.

We are at a significant and exciting point in our journey. With a new collaborative leadership model, a strong and committed team, and deep relationships with artists and communities, this is an exciting moment of growth, ambition, and all the future possibilities.

Yes, we know many organisations say this!

...But for us, it's grounded in recent learning and momentum: it's true!

So, if you're curious about where we're going, we'd love to talk. Whether or not you decide to apply, we'd be happy to say hello, have informal conversations, and share the opportunities and challenges to come.

Trustees are invited to bring their whole selves: their insight, curiosity, questions, and care.

For some, this may be your first Trustee role.

For others, it may be a chance to do governance differently, in a way that feels connected, meaningful, and human.

Above all, becoming a Trustee at TAH is exciting because what you help guide really matters. You'll be supporting artists to grow and sustain their practice, communities to feel welcome and represented, and an organisation that believes creativity belongs to everyone.

If you're looking for a Trustee role where values are lived, relationships matter, and your contribution can genuinely shape the future, then this could be it.





WHO WE'D LIKE TO WORK WITH

You don't need to "fit a mould" or what a Trustee "should be" to be a Trustee here. Yes, we always welcome people with skills in charity law, commercial strategy, governance, and fundraising. And we are looking for people who can support us with this.

Just as importantly, we're looking for people whose experiences and viewpoints will add balance and breadth to our existing Board.

We're looking for people who care deeply about what we stand for. We want our organisation to be shaped and led by the communities it exists to serve. That means welcoming people who bring a range of experiences, perspectives, and ways of thinking, including lived or learned experience, to complement the Trustees we already have.

We're particularly interested in people who bring:

- A connection to the arts as an artist, especially whose values and lived experience align strongly with ours.

- A connection to the arts and culture sector, as an art professional, curator, patron, art fundraiser, or previous gallery or museum Trustee.
- Experience in: Marketing | Fundraising | HR Governance | Charity or Company law | Finance | Commercial Strategy.
- Lived, and learnt experience of disability | mental health challenges | neurodivergence | migration, forced displacement, or seeking sanctuary.
- A commitment to social justice, human rights, and fair access to opportunity.
- People with lived experience from marginalised backgrounds, who can help ensure our decision making reflects contemporary life in the UK.
- A person interested in becoming a future Chair of the Trustees at The Art House.
- People early in their professional careers, who haven't been a Trustee before because they might not 'see' themselves in the role, but are keen to find out more, or challenge the status quo.





WHAT MATTERS MOST TO US

Above all, we're looking for Trustees who:

- Believe what we do, and how we do it, really matters.
- Will advocate for disabled artists and communities.
- Will advocate for people from marginalised backgrounds.
- Care about the rights of people seeking sanctuary and those experiencing inequality.
- Support the role of creativity in mental health, wellbeing, and social change.
- Care and advocate for better funding being steered towards the arts sector.
- Are curious and willing to learn.

If you've ever thought "I don't look or feel like a Trustee" or "I don't know if this is for me", we want you to know: *this role might be for you*. Our Trustees are encouraged to grow and develop, and always receive an induction and ongoing training to support the role. We value real people, with real perspectives, who want to help shape a fairer, more inclusive organisation.



ABC

PRIVATE LAND
CHARLES BAUER

YOUR VOICE. YOUR FREEDOM. YOUR WORDS.
WHAT DOES FREEDOM MEAN IN YOUR LIFE?...
ADD YOUR VOICE



**BECOME
OUR NEXT
TRUSTEE**

HOW TO APPLY

We'd like to keep the application process as simple and straightforward as possible. We know people's time is precious, and we want to remove unnecessary barriers to applying.

WHAT TO SEND

We're inviting you to apply in the way that feels most comfortable for you. You can submit:

- Up to one side of A4 written text, OR
- A short video or audio recording (up to 4 minutes)

Please send your application to:
jobs@the-arthouse.org.uk

You only need to choose one format – text, video, or audio. You're welcome to provide more than the guidance suggested above if you wish, but there's no expectation to do so, and no advantage in sending more than the guidance above.

Please respond to the following:

- **What draws you to The Art House.**
- **What experience, skills, or knowledge you would bring to the role (this could be lived, learned, or practiced experience).**
- **What you would like to gain from being a Trustee.**

ACCESS AND SUPPORT

Large Print and Dyslexia-friendly versions of this information are available.

We're committed to making this opportunity as accessible as possible. If any aspect of the application process feels unsuitable or creates a barrier, please contact us – we're very happy to discuss adjustments or alternative ways of applying.

TRUSTEE ELIGIBILITY

There are legal requirements that apply to all charity Trustees. To be eligible, you must be aged 18 or over and not be disqualified from acting as a charity Trustee under charity law. This includes not having:

- Been removed from trusteeship by a court or the Charity Commission
- Been disqualified under the Company Directors Disqualification Act 1986
- Been convicted of offences involving dishonesty or deception (unless the conviction is spent)

If appointed, Trustees will be asked to confirm their eligibility in line with Charity Commission guidance. You can find more information on the Charity Commission website:

www.gov.uk/government/publications/confirmation-of-charity-trustee-eligibility

If you have questions or would like to discuss eligibility in confidence, we're very happy to do so.

RECRUITMENT TIMELINE

Online information sessions: Grab a coffee or tea and join us for a 30-minute informal online session

- 14:00, Tuesday 24 February | [Book online](#)
- 18:00, Tuesday 3 March | [Book online](#)

Closing date for applications: 16 March 2026

Conversations, visits, and meetings with shortlisted candidates: w/c 23 March 2026

Decisions communicated by: 13 April 2026

First Board meeting and induction begin: April 2026

If you'd like to have an informal chat to find out a bit more information or ask any questions before you apply, please contact:

**Lucy Juniper, Co-Executive Director,
Lucy@the-arthouse.org.uk or 01924 312000**

THANK YOU



The Art House