

Trustee Recruitment Pack

OCTOBER 2022

SOUND

Extraordinary
musical
encounters

>

Sound UK is grateful for the support of the following core funders



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The Planets 2018 – various composers, performed by Ligeti Quartet, Bristol Planetarium. Photo by Lee Pullen.

Sound UK Seeks New Trustees

Would you like to play a pivotal role in shaping the future of one of the UK's most creative new music producers?

Join Sound UK's friendly and inspiring board as we enter an ambitious new phase to deliver our vision:

To be the UK's leading producer of new music, bringing artists and the public together to experience extraordinary musical encounters.

*“This celebration of political anthems transformed them into compelling art” *****

– The Guardian on Sound UK's A Change is Gonna Come, 2019.

Carleen Anderson, *A Change Is Gonna Come*, Bristol Old Vic, 2019. Photo by Paul Box.

Welcome

Welcome from Julia Payne,
Sound UK Chair plus Polly
Eldridge & Maija Handover,
Co-Directors, Sound UK.

*Thank you for your interest in a
Trustee role at Sound UK.*

Now is a really exciting and rewarding time to join
our board. You'll work alongside fellow Trustees
from across the UK new music sector, including
artists, those who work in some of the UK's most
iconic venues and award-winning consultants. Our
friendly, engaged board enjoy working closely with
the small but dynamic Sound UK team, to ensure
we're facing in the right direction, doing the right
thing and ready for the future.



Julia Payne
Chair



Polly Eldridge
Co-Director



Maija Handover
Co-Director



Piano Migrations by Kathy Hinde, *Alight!* at Prior Park, Bath 2017. Photo by Kathy Hinde.

As a Trustee You Will...

- Have a big impact on a small team dedicated to developing major new commissions by the world's most exciting music creators.
- Enable emerging artists to test and develop bold new creative ideas as part of a national R&D programme.
- Help take world class music to audiences across England and beyond.
- Help Sound UK enable a broad range of people to engage directly with artists and be creative, including those with little or no music provision.
- Get the chance to experience some of the most exciting new music, created and performed by leading musicians from the UK and around the world.



Arun Ghosh's *The Canticle of the Sun*, Spitalfields Music Festival, 2022. Photo by James Berry.

Who Should Enquire?

We want to hear from you whether this would be a first Trustee role, or you already have experience. We value fresh perspectives and new ideas as well as experience.

Sound UK wants to ensure a diverse Board so that our artists and audiences benefit from diversity of knowledge, skills, experience and background. We are particularly looking to recruit people of colour, who are LGBTQIA+, disabled, under 30 and/or from lower socio-economic backgrounds.

You don't have to have been a Trustee before to apply. If you have the skills, knowledge and experience we need, we will support you through training and mentorship if needed.

We know it can be daunting joining a board on your own, even a friendly one like ours, so that's why we're currently recruiting two new Trustee roles.

If you'd like to have an informal chat, we'd be delighted to talk to you. The closing date for expressions of interest is 17 November 2022. See page 14 for full details about how to apply.

For this recruitment round we are looking at two Trustees who can bring insights from a broad range of experience and backgrounds. Especially if you have knowledge of one of the following:

- Fundraising
- Creative digital projects / technology
- Community or youth work

About Sound UK

Sound UK Arts (Sound UK) is one of the UK's leading producers of new music. We develop, commission and produce distinctive events across the UK. Through R&D, live and digital events, together with participation activity, we seek to enrich people's lives through extraordinary music.

Details of projects past and present can be found on our website
www.sounduk.net

Our objectives:

- **Enable artists to reach their creative potential:** alongside our dedicated R&D programme we commission and produce pioneering contemporary music events inside and outside the concert hall that develop artistic practice.
- **Great art for everyone:** produce meaningful and innovative work that can connect with diverse audiences and areas, through live events, participation and digital.
- **Strong partnerships:** work with arts and non-arts organisations to reach a wider audience and create strong contexts for Sound UK's artistic activity.



Terje Isungset, *Arctic Ice Music*, 2021. Photo by Emile Holba.

Our Team

Sound UK is a small charity with two Directors, a Communications Director, Assistant Producer & Marketing Manager and a team of freelancers.

We want to hear from you whether this would be a first Trustee role, or you already have experience. We value fresh perspectives and new ideas as well as experience.

Our board of Trustees includes:

Julia Payne, Director, the hub (Chair)

Clare Jack, Chief Operating Officer, Bristol Beacon

Cheri Percy, Freelance journalist, broadcaster and digital consultant

Jason Yarde, Musician, composer and educator

Lucy Wood, Head of Music, Roundhouse



Our Programme

Sound Generator is our new R&D programme enabling emerging artists to test bold new creative ideas. Alongside this we also provide international and UK musicians with opportunities to develop their artistic practice through new commissions.

We give audiences access to high quality, inspiring performances in diverse settings nationwide. We frequently collaborate with larger organisations such as National Trust, Barbican and many others.

Our Sound Education strand provides a range of opportunities for high quality participation experiences for people of all ages across the UK.

In 2021/2 Sound UK reached over 14,000 people across the country through live and digital performances. This included two major projects; *A Song for Us*, a nationwide musical time capsule of the pandemic, and *High Street Sound Walks*, a series of soundwalks as part of Historic England High Street Heritage Action Zones across the country.

Sound UK's projects aim to engage deeply with audience members and artists alike, to create memorable, life enhancing experiences.

“Being part of this project has been a way to finish off what has possibly been the hardest 18 months of my career. I was on a ward, very scared, looking after people. It’s really nice to be here to celebrate the friendship and the community, and how we’ve come together through something that is absolutely shocking.”

– Choir member for A Song for Dorset and NHS worker



Gwyneth Herbert, *Letters I Haven't Written*, Dress Rehearsal, 2018. Photo by Beki Smith.

Financial Position

Sound UK is a small charity with an average turnover of £250K. Estimated Reserves (subject to financial audit in November) for March 2022 are circa £68,000. Of these, approximately £49,000 are Free Reserves in line with our Reserves Policy of retaining equivalent of four months of core costs. It is not forecast to use any of these in 2022/3. £20,000 is Dedicated Reserves for future work.

We have received Arts Council England funding since Sound UK was founded in 2001 and we became a National Portfolio Organisation in 2012. In 2018 Arts Council England renewed its NPO agreement with Sound UK until 2023. NPO funding from 2023 – 26 is announced end of October 2022. Our Arts Council funding is split between supporting core and project costs. The charity also receives project funding from a range of international organisations and independent trusts.

A key development is recent core funding from John Ellerman Foundation for 2022 + 3. Sound UK has also been a PRS Foundation Talent Development Partner since 2021. In addition, we work as consultant producers for clients eg. Historic England, Bristol New Music and many artists.



AFLO the poet and Varndean School Choirs, *A Song for East Sussex*, Brighton Dome, 2022. Photo by Jamie MacMillan.

Being A Trustee

Being a Sound UK Trustee means you get to have a positive impact on the direction of a thriving charity without the delivery.

A board of Trustees is a diverse group of people with overall management of an organisation.

By joining the Sound UK board, you would help us at a pivotal time in our artistic and organisational development. You would help us set overall aims, approve budgets and support staff by talking through exciting new ideas and checking the charity is delivering on existing plans.

As a Trustee of Sound UK you would...

- Help us to develop new and better ways to deliver our vision of bringing artists and the public together to experience extraordinary musical encounters.

- Be a vital part of our Board's role in steering Sound UK's strategic direction, helping us set out, and succeed in reaching our goals for new music in the UK.
- Make sure we comply with our governing document, charity law and any other relevant legislation or regulations.
- Help ensure effective and efficient governance of Sound UK, such as appropriate policies and procedures.

You can find out more about the role and responsibilities of a charity Trustee by reading these resources:

Responsibilities of Charity Trustees, Charity Commission leaflet RS1

Essential Trustee; what you need to know, what you need to do



"In the three years since I became Sound UK's Chair, it's been really rewarding seeing, and being part of, the organisation's growth. With the team expanding, Sound Generator enabling us to nurture the development of some amazing emerging artists, and some really inspiring live and digital plans in the offing, it's such an exciting time to join the board. As a member of a small board with ambitions to also be perfectly formed, you'll have a voice from day one and ample opportunity to play your own part in making a real difference to a producing organisation that has always punched above its weight." – Julia Payne



"Sound UK is one of the most interesting and innovative arts organisations I have come across. It is supporting really exciting new work and has a very experienced and competent management team." – Clare Jack



"I feel a sense of openness, adventure and creative community are at the heart of what Sound UK does and represents, so I'm very happy and honoured to reflect, support and potentially push further these ideals as a Trustee." – Jason Yarde



"Since joining the Sound UK board in 2019, it's been incredibly rewarding and inspiring to see all that the team has achieved, particularly during a global pandemic! Their unwavering vision to produce such a diverse and innovative programme feels like a perfect fit for my own work amplifying underrepresented voices." – Cheri Percy

Person Specification

The following are the skills, abilities and experiences that Sound UK is seeking from new Trustees. You may also have additional strengths that we haven't mentioned. We would be interested to hear about them.

We will assess your potential to contribute to the Board, not just track record. We are seeking a Board with a diversity of perspectives, experience, skills and backgrounds. Sound UK is an equal opportunity employer and is committed to providing equality of opportunity. You will be asked to complete an Equal Opportunities form with your application.

You will have a:

- Passion for the arts and the power of creativity
- Willingness to bring your relevant knowledge, experience and expertise to the organisation
- Commitment and the time needed to contribute to the Board
- Ability to be objective and maintain confidentiality
- Knowledge of the legal requirements of being a charity (or acquire on appointment)
- Ability to work as a member of a team

One or more of the following:

- Fundraising knowledge / expertise
- Creative digital projects expertise
- Community or youth work expertise



NikNak *Sankofa*, Strange Brew Bristol, 2022. Photo by Chris Lucas.

Commitment and Remuneration



Commitment from you

- Attend quarterly board meetings which are held alternately in London and Bristol or remotely
- Attend annual away day
- Read and respond to board papers, including the annual business plan
- There may be additional time spent via Google Meet on subgroup meetings. They are set in accordance to need to monitor progress, activity and policy in a given area.

The role requires no more than ½ day a month.

Trustees are invited to attend Sound UK events, providing opportunities to network, learn about and enjoy a wide range of music.

Remuneration

Trustees are reimbursed for travel and other expenses to attend board meetings but the role is a voluntary one.

Support from us

A full induction tailored to Trustees' requirements will be available. This includes an introduction to Sound UK for all new Trustees; option of training and mentorship for first-time Trustees; and option of refresher training for experienced Trustees.

All meetings are conducted in an inclusive way, for example with options for online captioning and regular rest breaks. Specific adjustments for communication, such as interpretation or support to understand written documents, can be provided.

How to Apply

We welcome the following formats:

Written CV and a short explanation of what you would bring to the Board and how you match the role description.

Video file sent via WeTransfer or YouTube / Vimeo.

Audio via sound file.

Please submit any of the above to maiya@sounduk.net putting Trustee Application in the subject line.

The closing date for expressions of interest is **17 November 2022**.

Interviews will take place on **30 November 2022**.

For this role interviews will be online using Google Meet, unless candidates have a different preferred platform. Technical support is available on request.

If there is anything we can do to make the recruitment process more accessible or inclusive for you, please contact maiya@sounduk.net.



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