

ACAVA Trustee Recruitment

Autumn 2024





Francesca Telling artist-in-residence, ACAVA Hosts alum, Brent. Photo by ACAVA Shoots



Grenfell Memorial Community Mosaic, North Kensington. Photo by ACAVA Shoots

Welcome from the Chief Executive

Dear Prospective Trustee,

Thank you for considering joining the Board of Trustees at ACAVA. We are at a transitional point in our journey and want to expand our board to help drive the organisation's evolution and growth.

Our appointment as an Arts Council England National Portfolio Organisation in 2023 has enabled us to extend our reach and amplify our impact, but we want to do much more. Guided by our new business plan, our vision - Creativity with Social Purpose - and our values, we are committed to delivering more facilities and opportunities that deliver meaningful cultural, economic and social change.

We are now looking to appoint new trustees who share our vision and passion and can help us achieve our goals by bringing new perspectives and dynamism to the team.

Warm regards,

Tom Holley

Chief Executive, ACAVA

About ACAVA

ACAVA (The Association for Cultural Advancement through Visual Art) is a leading arts education charity dedicated to fostering creativity and cultural development with social purpose. For 50 years, we have provided affordable creative workspaces while also delivering community-focused programmes that promote economic opportunities, social inclusion, co-creation, and wellbeing.

With a portfolio of 15 studio buildings, exhibition spaces, and workshops across nine London boroughs, Essex, and an industrial heritage site in Stoke-on-Trent, we support a community of over 400 creative individuals, enterprises, and cultural organisations.



JD Rooney artist-in-residence, ACAVA Hosts alum, North Kensington. Photo by ACAVA Shoots

Equality, Diversity and Inclusion

ACAVA is committed to equal opportunities, diversity, and inclusion, and we are keen to address imbalances in our workforce and governance. We encourage applications from all races, religions, genders, countries of origin, and sexual orientations. We particularly welcome applications from disabled people and those from ethnic minority backgrounds, as these groups are underrepresented.

We take an intersectional approach to diversity, recognising that multiple forms of discrimination can overlap. We aim to create an inclusive environment where artists, communities, and individuals from all backgrounds feel empowered to contribute.

A large print version of this document is available on request.

Our Values and What They Mean to Us

Our values shape everything we do, guiding our actions as we work to achieve the goals set out in our business plan.

Creative

Creativity drives our culture, innovation, and growth. We foster it in our team, collaborators, and the communities we engage with. We believe in creativity's transformative power to bring about positive change.

Equitable

Equity, inclusion, and fairness are central to everything we do. We strive to make our organisation, workspaces, and programmes accessible to all, regardless of background or circumstance.

Progressive

Pioneering, ambitious, and daring to be different. We champion new ideas and are bold leaders, continually seeking innovative ways to serve our mission.

Entrepreneurial

Confident, innovative, and disruptive. We take calculated risks to evolve our business and thrive, ensuring we remain sustainable and impactful.



Make and Reuse Creative Workshops, Maxilla Men's Shed, North Kensington. Photo by ACAVA Shoots



Barham Park Studios. Photo by ACAVA Shoots

Our Work

Creative Workspace

Our workspaces enable creative people and their enterprises to prosper, build professional networks, and enjoy economic opportunities. ACAVA provides hundreds of studio spaces and production facilities across the UK which are home to artists, creatives and cultural entrepreneurs.

Social Practice

Our social practice programmes prioritise co-creation and participation. They foster inclusion and cultural democracy, resulting in shared experiences that transcend traditional artistic boundaries. As pioneers of the arts in non-clinical health and wellbeing settings, we convene agencies, artists and communities to support people explore their creativity with potentially transformational outcomes.

Professional Development

We support the creative industries through development programmes that equip practitioners with the skills and knowledge to build thriving enterprises and creative practices, contributing to the UK's cultural and creative economy. Our programmes include bespoke training, mentoring, workshops, and residencies. In addition to empowering studio-holders, we work to dismantle barriers, ensuring underrepresented artists have the opportunity to practice.

Programme Examples

[Flourish](#) is a school holiday programme for families that provides a safe, creative space with activities such as printmaking, video installations, and eco-art projects.

[Maxilla Men's Shed](#) is a creative workshop and makerspace addressing social isolation and promoting wellbeing through hands-on projects and social networks.

[Grenfell Memorial Community Mosaic](#) is a co-created mosaic project fostering healing and remembrance in response to the Grenfell Tower fire tragedy.

[Young Photographers](#) is a programme offering young people in North Kensington professional mentoring and photography skills, encouraging creative storytelling.

[ACAVA Hosts](#) is an artists' residency offering early-career artists from underserved groups the opportunity to develop their practice.

[ACAVA Talks](#) is a series of public online talks fostering dialogue between artists, professional networking, and learning.



Flourish, North Kensington. Photo by ACAVA Shoots

Our Trustees

A small group of Trustees currently governs ACAVA, and we want to welcome new people and ideas to this team. Our current Trustees are:

- Michelle Kershaw (Chair)
- Paul Augarde (Deputy Chair)
- Alex Matthews
- Alice Boff
- Caspar van Eijck
- Jeff Pym

An Expanding Network

ACAVA is at the heart of a vibrant, place-based creative network, cultivating diverse talent, impactful programmes and strategic partnerships that connect communities with a broad network of stakeholders. By initiating collaborations across the arts, public, and private sectors, ACAVA fosters partnerships that amplify our impact and drive sustainable social change.



Piece Together: Documenting Grenfell Memorial Community Mosaic, The Photographers' Gallery



Young London Print Prize. Photo by ACAVA Shoots

Our Strategy

Invest in our people and culture

Build a positive, inclusive, supportive work environment that attracts and values diverse people and ideas.

Build partnerships for growth

Develop cross-sector strategic partnerships that extend our reach and enhance our impact.

Embrace business diversification

Expand into new operating contexts to generate new revenue streams that ensure financial sustainability.

Increase our visibility and influence

Raise our profile through effective communication, advocacy, and engagement with key stakeholders and the general public.

Lead

We harness creativity, boldness and resilience to develop leadership strategies that broaden the reach and deepen the impact of our work.

Person Specification

We are looking for candidates who have skills and experience in one or more of the following areas:

Creative Health and Wellbeing

Experience in the strategic planning, and application of socially engaged arts and creativity within health and wellbeing settings.

Creative Practice

Experience as a socially engaged practitioner, whether as an artist, curator, writer, or educator within the arts or creative sectors.

Communications/PR

Experience in public relations, marketing, branding, or community outreach across relevant sectors and audiences.

Public Sector

Experience working within or with public sector organisations.

Digital Strategy

Expertise in digital transformation, developing digital platforms, or enhancing digital engagement.

Candidates must be committed to ACAVA's values and vision, demonstrate a strategic mindset and a collaborative approach to governance, possess strong interpersonal and communication skills, and be willing to commit time and energy to the role, including attending board meetings and participating in subcommittees or working groups as needed.

Terms of Appointment

The position of Trustee is voluntary and unpaid, although reasonable expenses related to trustee duties may be reimbursed.

Trustees are appointed for an initial term of three years, which may be renewed.

Trustees are expected to attend four board meetings annually (online and in person) and participate in occasional events, working groups, or subcommittees.

How to Apply

To apply for the position of Trustee, please submit your CV and a cover letter (or WeTransfer link to a sound recording or video) outlining your suitability for the role and your motivation for applying to recruitment@acava.org. Applications should be submitted by Monday 6 January 2025.

We welcome informal conversations with our Chair, Michelle Kershaw, or our Chief Executive, Tom Holley. Please contact them at trustees@acava.org.

For more information about ACAVA and our work, please visit ACAVA's [website](#).

We encourage applicants to complete and return the [Equal Opportunities Monitoring Form](#). All information given to us on the monitoring form will be separated from the application documents on receipt and will be held separately and anonymously for monitoring purposes only.

We are only accepting applications by email for this position. If you have a disability that makes it difficult for you to provide us with information in this way, please call 07496 392 136 for assistance.



Freya Sharp, ACAVA artist alum, North Kensington. Photo by ACAVA Shoots



Flourish, North Kensington. Photo by ACAVA Shoots

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