



# BATH PHILHARMONIA

## TRUSTEE RECRUITMENT



SALISBURY FESTIVAL, JUNE 2022



HYEYOON PARK & BATH PHIL, JAN 2022



PLYMOUTH YOUNG CARERS, NOV 2022



HAYESFIELD SCHOOL & BATH PHIL, NOV 2022

# 1 | ABOUT BATH PHILHARMONIA

Bath Philharmonia is a professional orchestra, based in Bath and touring South West England. We reach over 12,000 people each year through a combination of concerts and projects in communities, with a specialism in working with young carers to help them build personal confidence and supportive relationships through making and performing their own music. Celebrating its 25th Anniversary in 2025 and winner of “Arts Organisation of the Year” at the Creative Bath Awards 2022, the orchestra has successfully navigated the last few years and is now on an exciting journey. The impact of our decade-long project with young carers was recently shortlisted for a prestigious Royal Philharmonic Society Award – the BAFTAs of the classical music world.



LEIA ZHU & BATH PHIL, NOV 2022



PLYMOUTH YOUNG CARERS, FEB 2022

Our Vision is to make orchestral music part of life for many people.

## Our Values are:

- **Inclusivity:** providing opportunities and support and exploring technology so that anyone can experience and create music whatever their background or circumstances
- **Excellence:** performing and delivering high quality musical experiences
- **Togetherness:** enabling collective experiences in which everyone’s contribution counts
- **Enjoyment:** ensuring fun and entertainment are at the heart of our activities to uplift lives
- **Sustainability:** sharing a love of orchestral music with future generations and safeguarding our environment

Bath Philharmonia is committed to investing in our local community and decided from November 2021 to offer 1,000 free tickets to every concert in its season. This bold move – which helped us to win Creative Bath’s Award – reached nearly 5,000 people from Bath & North East Somerset (B&NES) in its first year, two-thirds of whom had not heard Bath Phil perform previously, with one in six attending their first ever orchestral concert. The average age of audiences attending through this initiative was 38, substantially younger than our traditional concertgoers, thereby creating a sustainable audience for the future. We also present an annual ‘Concert for the People of Bath’ within Bath Festivals, and have a strong partnership with King Edwards School which enables students to attend rehearsals and masterclasses, as well as performing alongside professional musicians in an annual gala concert.



CONCERT FOR THE PEOPLE OF BATH, MAY 2022

More information is on our website [www.bathphil.co.uk](http://www.bathphil.co.uk) and our [YouTube channel](#) where there are impactful videos about our work with young carers.

## 2.1 | ROLE OF TRUSTEE

Bath Philharmonia is a charity, registered with the Charity Commission of England and Wales and is a company limited by guarantee. Details of our current Trustees can be found on our website: [www.bathphil.co.uk/team](http://www.bathphil.co.uk/team)

*“Trustees have overall control of a charity and are responsible for making sure it’s doing what it was set up to do. They may be known by other titles, such as: directors; board members; governors; committee members.”*

*“Trustees are the people who lead the charity and decide how it is run.”*

Charities Commission



PLYMOUTH YOUNG CARERS, FEB 2022

Our vision is to make orchestral music part of life for many people – and you’re invited to help us achieve this. If you too believe in the power of music, we’d love to hear from you. You’ll be joining a dynamic team to support the further development of the orchestra and enable yet more impactful programmes with young carers, primary and secondary schools, disadvantaged young people and support for music leaders.

As a new trustee, you will be welcomed by the Board in to this exciting and fulfilling voluntary role and be encouraged to contribute ideas and decisions, and sparing a few hours each month. We meet every two months in Bath (with the option to join remotely) to review progress against our strategy, current activities, new initiatives as well as our financial health and development plans. Occasionally, individual trustees attend rehearsals, workshops and meet within thematic sub-groups and we ask that trustees commit to attending meetings and occasional concerts and events.

## 2.2 | ABOUT THE BATH PHIL TRUSTEE ROLE

The role of a Bath Phil Trustee is tailored to ensure that Bath Phil fulfils its duty to its beneficiaries and delivers on its vision, mission and values. The board of trustees are both jointly and individually responsible for the overall integrity of its activities and strategic direction of the charity, its financial health and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

### **Purpose of the Role:**

- To ensure Bath Phil acts with integrity, sound management and administrative practice.
- To ensure the sound financial health of Bath Phil
- Take part in developing and delivering our rolling 5 year strategy, building on our recent successes and increasing our diversity
- Be an ambassador for Bath Phil, building positive relationships with key external stake holders, supporting our fund-raising activities
- Actively contribute to decision making and follow up actions arising from board meetings.
- Bring new ideas and challenge to contribute to our exciting future and growth

We endeavour to work as a team, listen to contributions, respect challenge, and give support when needed.

As a new trustee you will join the Board currently jointly chaired by Adam Powell and Vicki Davies, and including 6 other trustees all of whom have diverse lived experience. The executive reporting to the Board consists of General Manager 0.8 FTE (Simone Homes), Orchestral Projects Coordinator 0.8 FTE (Aaron Buckley-Mantell) and Music Director (Jason Thornton). The team deliver our extensive performance and creative learning programmes. We plan to expand the team when funding permits.

The Trustees, led by the Joint Chairs work with and support the executive in delivery of the strategy, financial health, and its diverse programme of activities, including the performance and creative learning programmes in a safe environment.

*For more information on the general role of a trustee see Appendix One.*

## 2.3

# YOUR EXPERIENCE AND INTERESTS

We are seeking Trustees who have an interest in orchestral music and are willing to take the lead, supporting the General Manager and executive team on:

- **Fundraising and development:** to help develop our fundraising strategy with experience in fundraising from private donors, trusts, foundations, public funding and philanthropy.
- **Finance and accounting:** we wish to strengthen our financial expertise on the Board as our Treasurer's term as a trustee is coming to an end
- **EDI:** to further develop and embed our Equity, Diversity and Inclusion policy
- **Marketing and PR:** to strengthen our existing expertise, bringing new insights, networks and ideas to promote our activities.

We also welcome people with:

- **Experience of working within an arts (or arts marketing) organisation:** to provide contextual knowledge of the sector and understanding of arts business models.

## 2.4

# WHERE ARE WE LOCATED?

Bath Philharmonia rents a serviced office at Widcombe Institute, Widcombe Hill, Bath, BA2 6AA. Our Board meetings are hybrid, in person and on Zoom.

## 2.5

# YOUR TIME COMMITMENT

Trustees will need to commit 8 -10 days of their time across a year.

The Board meets 6 times a year, with meetings lasting about 2 hours. Additional time is required to read and consider board papers prior to the meeting.

Additionally, you may be required to meet with members of the Executive team from time to time for support and hands on help in areas of interest.

There will be opportunities to attend and meet our beneficiaries at Bath Philharmonia's concerts and Creative Learning projects to give you an understanding of the impact of our work.

**The Trustee role is unpaid and voluntary.**

If you are working full time, some employers will allow time off to work as a trustee as this is an opportunity to build your leadership managerial and communications skills which are invaluable both to your employer and your own skillset for developing your career.

## 3 | EQUITY, DIVERSITY AND INCLUSION

Inclusion is at the heart of Bath Philharmonia, we are committed to creating a supportive, safe, non-discriminatory and welcoming environment for everyone that we work with. We seek to improve and respond to an informed awareness of diversity and advocate for positive representation of our diverse society. We particularly encourage applications from people who were young carers and/or people from communities experiencing racial inequality as these groups are currently under-represented in our workforce.

## 4 | SAFEGUARDING

Bath Philharmonia is committed to safeguarding and protecting the children, young people and vulnerable adults that we work with and expects all staff, freelance musicians & music leaders and volunteers to share this commitment.

## 5 | JOIN THE BATH PHIL FAMILY

If you're interested in becoming a Trustee with Bath Philharmonia, please email us outlining how your skills and experience could contribute to Bath Phil's Board of Trustees, along with your contact details to [admin@bathphil.co.uk](mailto:admin@bathphil.co.uk) with 'TRUSTEE APPLICATION' in the subject line. Feel free to include a CV or link to online profile and apply in which ever format you find most comfortable including written statement, short video, audio recording.

The deadline for applications is Friday 10th February.

# 6 | FURTHER INFORMATION

For an informal discussion please call or email Co-Chair Adam Powell ([hello@adampowell.co](mailto:hello@adampowell.co) / 07814 521804) in confidence. You may also wish to read our most recent [Trustees Report and Financial Statements Year Ended 31 August 2021](#) or review our Articles of Association.



BATH PHIL & THE REALLY BIG CHORUS, AUG 2022



BRISTOL YOUNG CARERS, AUG 2022



B&NES YOUNG CARERS, MAY 2022



CONCERT FOR THE PEOPLE OF BATH, MAY 2022



PLYMOUTH YOUNG CARERS, NOV 2022



BATH PHIL ORCHESTRAL REHEARSAL

# APPENDIX 1

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*As Bath Philharmonia is a registered charity and company limited by guarantee:*

“Trustees have overall control of a charity and are responsible for making sure it’s doing what it was set up to do. They may be known by other titles, such as: directors; board members; governors; committee members.”

“Trustees are the people who lead the charity and decide how it is run.”  
*Charities Commission*

*General responsibilities of Trustees including statutory duties of all trustees are :*

1. Ensuring that the organisation complies with its governing document (pursuing the objects as defined in it), charity law, company law and any other relevant legislation or regulations.
2. Maintaining financial control and ensuring that the organisation does not spend money on activities which are not included in its own objectives, no matter how worthwhile or charitable those activities are.
3. Contributing actively to the board of trustees in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
4. Ensuring financial stability of the organisation, protecting and managing any charity property and ensuring the proper investment of the charity's funds.
5. Drawing up and monitoring the implementation of internal policies which must include equality and diversity, safeguarding, as well as health and safety policies and key human resources policies, including grievance and disciplinary policies.
6. Safeguarding the good name and values of the organisation and help maintain effective board performance.
7. Jointly with other trustees, holding the charity "in trust" for current and future beneficiaries.