



DASH Trustee Recruitment Pack: Easier to Read

Contents

Page 2: [Welcome from DASH! Heather Peak, Artist/ Chief Executive Officer/ Artistic Director](#)

Page 4: [A Welcome from the Chair: Craig Ashley](#)

Page 6: [About DASH](#)

Page 8: [DASH Trustees: Role Overview](#)

Page 9: [DASH Trustees: Who we are looking for](#)

Page10: [What it means to be a DASH Trustee](#)

Page 12: [Induction, Support & Training](#)

Page 13: [How to Apply](#)

Page 15: [Interview Process](#)

Page 16: [Important Info](#)

Page 17: [GDPR](#)

Page 18: [DASH Useful Definitions](#)



Welcome from DASH!

Hi there!

Thank you for your interest in becoming a DASH Trustee.

DASH has been working with Disabled, d/Deaf and Neurodivergent artists and UK arts organisations for over 20 years.

We are now beginning the next stage of this important work.

I became DASH Chief Executive Officer (CEO) and Artistic Director (AD) in the summer of 2023.

I am one of the few Autistic/ ADHD leaders in the arts. I look forward to leading DASH through this time of change and growth.

Our approach is artist run, and our work is led by research.

We understand that some systems and ways of working in our society are not always suitable for Disabled, d/Deaf and Neurodivergent people. Our working timeframes, productivity and thinking makes time and space for this.

We also take a neuroaffirming approach to all our work, allowing for constant reflection and holding a psychological safe space for everyone we work with.

We are ambitious. We are important.

Access, justice and creativity is at the heart of everything we do and the way we work.



We have exciting and thoughtful work to do over the next few years, such as:

- ‘Future Curators Programme’
- Intersectional critical thinking programme
- DASH Artist commissions
- Systems change work

We are looking for trustees to:

- Support us
- Challenge us
- Advise and lead with us in this work.

The work that we do together will be:

- Purposeful
- Challenging
- Thoughtful
- Life-changing

The work of DASH is complex, purposeful, joyful, and creative.

We have so much potential and glorious plans. I hope you will consider joining us.

With warmth,

Heather Peak

Artist/ Chief Executive Officer/ Artistic Director (CEO/AD)



A Welcome from the Chair

DASH has been in a period of transformational change and has a new and expanded team.

This is an exciting time to join the Board of our remarkable Disabled-led organisation and help to cultivate space for extraordinary visual artists and curators.

DASH has been supporting Disabled, d/Deaf and Neurodivergent artists for 20 years, through work including:

- Commissioning
- Mentoring
- Professional Development

We are proud of this work as well as our reputation for:

- Working to create positive change in the visual arts for Disabled artists, creatives and audiences.
- Continuing to create powerful new partnerships.
- Challenging ableist structures and ways of working.

DASH's work remains urgent and the opportunity for creative growth is great.

We want our Board to:

- Match the ambition of the new executive and team at DASH.
- To fully reflect the communities that we represent
- To be bold and ambitious in setting DASH's vision for the next 10 years.



We're searching for brilliant new people to join the Board and help DASH reach its future potential.

Thank you for your interest in DASH and the work we do. We hope you will consider joining us.

This document introduces DASH, the role of Trustee, and how to apply. If you would like further information or an initial conversation, **please contact us.**

Craig Ashley
Chair of DASH Board of Trustees



About DASH – Cultivating spaces for extraordinary artists.

DASH is a Disabled led visual arts charity.

It creates opportunities for Disabled artists to develop their creative practice. These opportunities take many forms, from high quality commissions to community-based workshops. The work DASH enables and creates is centred around its vision and mission.

DASH's vision is a society in which Disability Art is core and equally valued in the arts sector.

DASH is a Disability Visual Arts organisation whose mission is to develop Disability Arts practice.

DASH works with artists, audiences, communities and organisations to challenge inequality and implement change.

With a history of work including visual arts, dance, theatre, live arts and festivals in Shropshire since the mid-1990s, DASH became a limited company and registered charity in 2001 and in 2004 secured revenue funding from Arts Council England. In 2009 DASH took the decision to specialise in visual arts, while expanding its geographical boundaries.

During the last twenty years DASH has undertaken truly ground-breaking work – projects that have challenged perceptions, fostered and mentored new Disabled, d/Deaf and Neurodivergent artists, encouraged professional development and helped to engineer change in the sector.

DASH partners and funders include the following: Arts Council England, Garfield Weston Foundation, Adlard Family Charitable Foundation, and Art Fund.



DASH is a member of the Plus Tate Network and in 2023 became the host of New Art West Midlands.

DASH was awarded the prestigious Ampersand Award in 2021 for the WAIWAV project. **For more information visit: www.dasharts.org**



DASH Trustees: Role Overview

DASH is seeking experienced Trustees with a range and depth of knowledge to help develop the organisation and ensure that it is fulfilling its charitable aims and objectives.

Areas of expertise that we are seeking in new trustees include:

- **Working knowledge of Arts Council England NPO (National Portfolio) ideally from an Executive role.**
- **Understanding of and good knowledge of:**
 - Charity governance
 - Law
 - Finance
 - Working knowledge of the Charity Commission
- **Skills and experience in transforming leadership in the arts and wider cultural sector.**
- **Policymaking, diversity and inclusion, social activism, and human rights.**
- **Establishing and growing partnerships.**
- **Managing organisations including but not limited to:**
 - Finance/ accounting
 - HR
 - Marketing and communications

Trustees are expected to promote and advocate for DASH, remaining true to our values:

- Curiosity
- Trust
- Learning
- Creativity
- Representation



- Sustainability
- Equality

DASH Trustees: Who we are looking for

The lived experience of our Trustees is of equal importance to knowledge and experience.

We want our Board of Trustees to represent the collaborators we work with, our communities and our audiences.

We believe that a board with a range of lived experiences will lead to stronger and more effective governance.

We would like to develop a Board of Trustees that is representative of the UK population.

We are actively seeking Trustees to join the Board who might represent one or a combination of the following:

- Identify as Disabled, d/Deaf or Neurodivergent
- Are of the Global Majority (Black, Asian, Brown, dual-heritage, indigenous to the global south, and/or have been racialised as 'ethnic minorities')
- Identify as LGBTQIA+
- Those who are between the ages of 18 and 30



What it means to be a DASH Trustee

As defined in our governing documents, our Trustees have a legal responsibility to ensure that:

- DASH fulfils its charitable objectives.
- Remains financially solvent
- Always meets its statutory requirements.

The Board meets quarterly and with the senior management team up to five times a year to discuss:

- Key decisions
- Have oversight of the organisation's finances.
- Ensure that we are delivering our aims and objectives.

Trustees usually serve for a term of three years.

There is potential to serve a total of two terms.

For exceptional service it is noted by the Charity Commission that Trustees may serve beyond two consecutive terms.

Our Trustees are:

- A sounding board
- Bring constructive support and advice on a range of issues.
- May provide additional specific support to senior management.
- May take part in subcommittee meetings.



We also ask that you:

- Act as an advocate for DASH and champion our work.
- Proactively seek out and broker opportunities that may benefit the organisation.

Board meetings are held in person and online.

We will hold an **annual away day** and an **Annual General Meeting (AGM)** once a year.



Induction, Support & Training

New DASH Trustees will be supported by receiving an induction, and training support for the role.

DASH is committed to working with advisors to the Board on effective governance. This will ensure:

- All Trustees understand how they can best contribute to the future of DASH.
- How the Board can collaborate effectively to support the Senior Leadership Team.

New DASH Trustees will have a point of contact with a member of the Senior Management Team and existing Trustees through a 'Board Buddies' approach. This will help them to become familiar with the organisation and give opportunity for discussion outside of formal Board meetings.

Being a Trustee is a voluntary role and is unpaid.

However, we will reimburse you for all reasonable expenses, including travel and childcare costs if required.

To enable d/Deaf Trustees to join our board, we will ensure the required access needs for board meetings and papers are met, which may include BSL interpretation, captioning, etc. or a hybrid approach.

We want to create a more diverse and representative arts sector. We will work to provide any access support or arrangements that are required for you to undertake this role effectively.



How to Apply

Deadline for applications: Sunday 8 June 2025, 23:59pm

To apply please complete all 3 parts to the application.

1) Please send a CV (any format), no more than 3 pages and with the names of 2 people who can provide references (to be contacted after appointment).

2) Please consider the following three questions:

- Why are you applying to become a Trustee at DASH?
- How do you meet the person specification?
- What specific area or areas of governance/ expertise can you bring to the DASH board of Trustees?

Please respond using one of these formats:

- A written text (max. 1000 words)
- A film (max. 7 mins)
- An audio recording (max. 7 mins)
- A visual collage or drawing*

*Please provide a digital photo of your collage/drawing or a WeTransfer link to your audio recording or film since we are unable to accept physical submissions in the post.

3) Please complete our Equal Opportunities Monitoring form.



This form will be viewed alongside your application and made available to the selection panel: <https://www.surveymonkey.com/r/YHJ3GQ2>

Please email your application to peter@dasharts.org using **'Trustee Recruitment Application'** as the subject header.

Please include your:

- **CV**
- **Text/ film/ audio OR collage/ drawing.**

Do you have any questions?

All questions are good questions; please ask us anything. Please email DASH Executive Director Peter Bonnell if you have a query: peter@dasharts.org

A dedicated Q&A page will be available on our website for questions about becoming a Trustee.

We will update this page in response to incoming questions. Please keep checking the website: www.dasharts.org

If you would like to speak with someone confidentially about becoming a Trustee, and to learn more about DASH, the following people are available for a Zoom/ Teams or telephone conversation:

- **Heather Peak, DASH CEO/ Artistic Director**
- **Craig Ashley, DASH Chair of the Board of Trustees**
- **Karen Turner, DASH Critical Friend**

To book a meeting, please email Peter Bonnell at peter@dasharts.org with **'Trustee Confidential Chat'** in the subject header and the name of the person that you would like to speak with. **Thank you and good luck!**



Interview Process

Interviews to take place: w/c 30 June 2025

- If selected for interview you will be notified by Wednesday 18 June 2025.
- The panel will include 3-4 people from the DASH team & Board.
- Questions will be provided 1 week in advance of the interview.
- Contact us if there are issues with the interview date.
- Please tell us about any additional accessibility requirements.
- Feedback will be given to all applicants on request.
- Decisions will be made w/c 7 July 2025.

Successful applicants will be in place and invited to the scheduled DASH board meeting on 18 September 2025 with induction training to before that and to continue shortly after.



Important Information

DASH is a Disabled led visual arts organisation. Our values are based upon equality of opportunity and the **Social Model of Disability**.

To show our commitment to be truly Disabled led, **this role is primarily open to Disabled, d/Deaf and Neurodivergent applicants.**

This is because lived experience and understanding will help us to achieve our aims of creating opportunities for Disabled artists to develop their creative practice.

We are also encouraging and prioritising applications from people who face the highest barriers to accessing careers in the arts.

This includes people whose access requirements are less likely to be met in other spaces and who also experience racist and classist barriers.

DASH is an equal opportunities employer.

We welcome applications from all suitably qualified persons regardless of:

Age

Sex

Sexual orientation

Religion

Nationality Ethnic origin

Disability

Marital status

Pregnancy



GDPR

Personal data notice

As part of our recruitment process, DASH collects and processes personal data relating to job applicants.

We want to be clear about how we collect and use data to meet our data protection obligations.

To carry out the recruitment process we will share the personal data received from you in your application with the shortlisting and interview panel.

This information will be restricted to those involved in the recruitment process.

DASH is an equal opportunities employer. We welcome applications from all suitably qualified persons regardless of age, sex, sexual orientation, religion, nationality or ethnic origin, disability, marital status or pregnancy.

DASH is committed to the safeguarding and welfare of adults, children and young people with care needs and expects its staff and volunteers to share this.

All positions at DASH require a DBS check, either enhanced or basic, depending on the specific role.



DASH Useful Definitions

Social Model of Disability

The social model of disability says that people are disabled by barriers in society and not by their impairment or difference. Barriers can be physical, or they can be caused by people's attitudes and prejudice.

Using the social model helps to recognise these barriers. By removing these barriers, we can create more equality and equity for disabled people.

Learn more about the Social Model in this short film available on the Shape Arts website: [Social Model of Disability - YouTube](#)

Neurologies

Neurologies are the diverse ways that people think and the ways they experience and understand the world.

Neuroaffirming

Different neurologies can be unfairly, or wrongly considered a problem. For example, autism, ADHD or dyslexia.

Neuroaffirming means that all neurologies are seen to be of equal value.

Psychological safe space

A psychological safe space is a place where you feel comfortable to share your ideas, concerns and to make mistakes. You feel safe to be honest and speak truthfully without a fear of punishment, rejection, being mocked, or judged.

Intersectionality

Intersectionality refers to the overlap of social identities.



Usually these are protected characteristics, (protected in law) such as race, gender, disability, class, and sexuality. Discrimination experienced by a person is increased when they have more than one protected characteristic.

Intersectional critical thinking

Intersectional critical thinking is the understanding that the various social identities of a person will result in different experiences of discrimination. An intersectional approach to critical thinking will present a wider range of opinions and understanding of different situations.

Critical Thinking

Critical thinking is the ability to analyse information and form a judgment. To think critically, you must be aware of your own prejudices and assumptions.

Protected Characteristics

There are nine protected characteristics.

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

It is against the law to discriminate against someone because of a protected characteristic.

Systems Change work

Systems change is about changing how our society is structured.

We believe that barriers, prejudice, and exclusion by society is disabling.



By understanding the systems we are part of; our partners and networks will be more successful in challenging them to create a fairer world.

Net Zero

Net zero means no longer adding to the total amount of greenhouse gases in the atmosphere. Greenhouse gases include carbon dioxide (CO₂) and methane.

These gases increase global temperatures by trapping extra energy in the Earth's atmosphere.

Access Requirements

Access requirements are the adjustments or changes needed to remove or reduce a disadvantage related to a person's impairment.

For example, BSL, audio description, clear directions, quiet space, regular breaks.

Theory of change

Theory of Change is when an idea or ideas of how to make social change help to inform activity such as programmes, projects or strategies.

The outcomes of work undertaken contribute to the intended result.

Theory of change frameworks

Theory of change frameworks are the systems that are put in place to capture and evaluate these ideas, and the effectiveness of the activity undertaken in achieving the predicted/ desired outcomes.