



Trustee

Recruitment Pack

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Welcome from DASH!

Hi there,

A warm welcome to DASH. Thank you for thinking about applying to join us as a Trustee.

DASH has undertaken 20 years of important work with representation and collaboration at our heart. We've built inspirational and long-lasting partnerships with some of the UK's leading galleries and museums, Disabled, d/Deaf and Neurodivergent artists and art audiences. It is on these shoulders we stand as we begin our next chapter.

Appointed as Chief Executive Officer and Artistic Director in 2023, I'm one of the few disabled leaders in the arts and I'm thrilled to be leading DASH in this next period of development and expansion.

Our approach is artist run and action research led. We work on disabled time frames, which means our productivity and thinking is held with a generous authority within ableist systems and society. Our neuroaffirming approach to our work allows for constant reflection and holding firm a psychological safe space for all. We are ambitious, we are important and we place access, justice and creativity at the heart of everything we do and the way we work.

We have some exciting work for the coming years through our 'Future Curators Programme', intersectional critical thinking programme, artist commissions, and systems change programmes.



We are looking for trustees to support, challenge, advise and lead with us in this work. The work that we do together will be purposeful, challenging, thoughtful and life-changing.

The work of DASH is complex, insightful, joyful and creative. We have enormous potential and glorious plans afoot so I do hope you will consider contributing to our next chapter.

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



Welcome from the Chair

After a period of transformational change at DASH, and with a brilliant new team now assembled, this is an incredibly exciting time to join the Board of our remarkable Disabled-led organisation and help cultivate space for extraordinary visual artists and curators.

Since 2001, we've chalked up over two decades of important work supporting Disabled, d/Deaf and Neurodivergent artists through commissioning, mentoring and professional development programmes that break down barriers to participation in the mainstream visual arts sector.

We're incredibly proud of this track record and our reputation for change-making work. It continues to open doors to powerful new partnerships and collaborations, challenging ableist structures and ways of working, not just within the visual arts sector but increasingly beyond it.

As we look ahead, the need for DASH's work remains urgent and the opportunity for creative growth is great. We want to ensure that our Board, both in our capacity and our capabilities, matches the aspiration and ambition of the new executive and team at DASH.

Building on our strong governance and a culture of radical inclusivity, we want to widen our perspective as a Board and more fully reflect the communities we represent. Working together, we want to be uncompromisingly bold and ambitious in setting DASH's vision for the next 10 years.



We're therefore actively searching for brilliant new people to join the Board and help realise the future potential of the Charity.

Thank you for your interest in DASH and the work we do - we hope you will consider joining us. This document serves as an introduction to DASH, the role of Trustee, and how to apply. If you would like further information or an initial conversation, please do get in touch.

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 its work 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 Trustee Role Overview

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

Key Trustee specialisms and areas of expertise that we are seeking 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 and working knowledge of the Charity Commission.
- Skills & experience transforming leadership in the arts & wider cultural sector.
- Policymaking, diversity and inclusion, social activism and human rights.
- Establishing and growing partnerships.
- Managing organisations including areas not limited to: finance/ accounting; HR; marketing and communications.

Trustees are expected to promote and advocate for the organisation, remaining true to our core values of curiosity, trust, learning, creativity, representation, sustainability, and equality.



DASH Trustees: Who we are looking for

As we embark on our next chapter after recent organisational change, we want to grasp the opportunity to solidify our ground-breaking work in a changing world.

The lived experience of our Trustees is of equal importance to knowledge and experience. We want our Board of Trustees to represent and give a voice to the collaborators we work with, our communities and our audiences. We believe that a Board that is representative of the UK's population, 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.

We also recognise the need for our Board to have the perspectives of people with lived experiences of the complexity of intersectional identities, where identities overlap with one another, and there are effects of multiple forms of discrimination.



Play BSL video ▶

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 and always meets its statutory requirements.

The Board meets quarterly, and potentially up to five times throughout the year, with the senior management team to discuss key decisions, have oversight of the organisation's finances and ensure that we are delivering our aims and objectives.

Trustees usually serve for a term of three years, with 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 also act as a sounding board and bring constructive support and advice on a range of strategic issues for the organisation, and may provide additional specific support to senior management or take part in subcommittee meetings.

We also ask that you act as an advocate for DASH and

champion our work, and to proactively seek out and broker opportunities that may benefit the organisation.

Board meetings are held in person and online, and we'll hold an annual away day and Annual General Meeting (AGM) once a year.



Induction, Training & Support

New Trustees joining the DASH Board will receive induction and training support so that we can create an effective, inclusive, and dynamic Board for the years ahead. DASH is committed to working with advisors to the Board on effective governance to ensure that all Trustees are clear on how they can best contribute to the future of DASH and how the Board can collaborate effectively to support the Senior Leadership Team.

The DASH Senior Leadership Team and current Chair of the Board of Trustees will meet to discuss what support and training new Trustees may need to help fulfil their role effectively, and what types of development opportunities the Board might do together.

DASH's continuing 'Board buddies' approach will mean that new Trustees will have a point of contact with a member of the Senior Leadership Team and existing Trustees to help them become familiar with the organisation and to discuss outside of formal Board meetings those areas of development they would like to

see across all elements of DASH's work.

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'll ensure the required access needs for board meetings and papers are met, which may include BSL interpretation, captioning, etc or a hybrid approach.

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



Play BSL video ▶

Application Process

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

To apply, send a CV (any format), 3 pages (max.) and the names of 2 people who can provide references (to be contacted after appointment).



To accompany your CV, 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 or 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 or drawing or a WeTransfer link to your audio recording or film since we are unable to accept physical submissions in the post.

Please complete our Equal Opportunities Monitoring form. This form will be viewed alongside your application and made available to the selection panel:

<https://surveymonkey.com/r/YHJ3GQ2>

Please email your CV & text/ film/ audio or collage or drawing to peter@dasharts.org using 'Trustee Recruitment Application' as the subject header.



Application & Interview Process

If you have any questions about the application process, please email DASH Executive Director Peter Bonnell: peter@dasharts.org

A dedicated Q&A page will be available on our website for inquiries about becoming a Trustee. We will update the content in response to incoming questions. Please keep checking the website: www.dasharts.org

If you would like to speak with someone in confidence about becoming a Trustee, and to learn more about what DASH does, the following individuals 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 individual named above who you would like to speak with.

- If selected for interview you will be notified by Wednesday 18 June 2025.
- Interviews to take place: w/c 30 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 to training commence before that and continue shortly after.

Thank you and good luck!



Important Info

DASH is a Disabled-led visual arts organisation and our values are based upon equality of opportunity and the Social Model of Disability. To maintain our commitment to be truly Disabled-led, the role of Trustee is open primarily to Disabled, Neurodivergent and d/Deaf applicants, as their lived experience and understanding will enable us to better achieve our aims of creating opportunities for Disabled artists to develop their creative practice.

For these opportunities we are encouraging and prioritising applications from people who face the highest barriers to accessing careers or volunteering in the arts. This includes a focus on those whose access requirements are less likely to be met in other spaces and those who experience intersecting 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 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. If you have any inquiries regarding the DBS process, please feel free to ask.

As a Disability Confident Committed Employer we are committed to:

- Ensuring our recruitment process is inclusive & accessible.
- Communicating and promoting vacancies.
- Offering an interview to disabled people who meet the minimum criteria for the job.
- Anticipating & providing reasonable adjustments.
- Supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work.
- At least one activity that will make a difference for disabled people.

GDPR personal data notice:

During our recruitment process, DASH collects and processes personal data relating to applicants. We are committed to being transparent about how we collect and use data to meet our data protection obligations. Please be aware that we will share the personal data received in your application with the shortlisting and interview panel. Access will be restricted to those involved in the recruitment process.



Image Credits

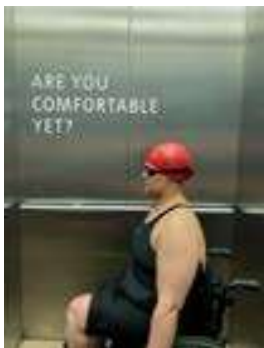


Page 3: Portrait of artist Heather Peak

Image credit: Charles Emerson



Page 3: Portrait of Craig Ashley



Page 5: 'Are You Comfortable Yet?' by Anahita Harding

Image credit: Ayesha Chouglay



Page 6: 'Fishwives Revenge' by Alex Billingham

WAIWAV 2022 at Tate St Ives



Page 8: 'Trust Exercise'

Image credit: Thomas Oscar Miles Photography



Page 10: 'Semantically Satiating Dada' by Luca Cockayne



Page 14: 'Let them eat cake' by Caroline Cardus

DASH



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