

Shallal

Registered Charity Number 1166404

Trustee & Chair Recruitment



Information pack

www.shallal.org

Welcome

Henrietta Boex, Chair of Trustees

Hello, and thank you for your interest in Shallal.

Shallal is a small multi-artform Cornish Charity that exists to provide people, including those with support needs, with high-quality creative opportunities across a range of artforms while nurturing friendship, connection and wellbeing. The people we work with are at the heart of everything we do - and our future.



As its 40th anniversary approaches, Shallal is recruiting new people to join its governing body as trustees. The organisation is at an exciting stage in its development, and is in the process of reviewing its strategy, and defining its future plans, including whether to apply to become an Arts Council England National Portfolio Organisation (NPO), so it's a great time to get involved and make an impact.

We are looking to recruit several new trustees, including a Chair, as I am set to retire from this role. We are seeking individuals who share our passion for equity and the value of The Arts in enriching people's lives, who represent diverse perspectives and lived experience, and people with skills and professional experience to help us on our journey. We are a supportive, collaborative team and our Board meetings are inclusive and non-hierarchical; we value openness and different points of view.

Please don't be put off applying if you do not meet all the criteria or haven't been a trustee before. If you think you could contribute to Shallal's future success, we would love to hear from you.

Henrietta

Introduction

In this pack we have set out the things we think a potential trustee would want to know before applying. We hope it helps you to feel as excited by the opportunity as we are to have your experience and perspective.

If you have any further questions after reading this pack, please contact:

- Henrietta Boex, Chair of Trustees: admin@shallal.org.uk
- or
- Mary Godwin, our Trustee leading on recruitment:
marygodwin62@icloud.com or 07881 521353

About Shallal

Shallal offers creative opportunities for people across Cornwall. It believes that everyone in society should have access to creativity, an equal voice and the opportunity to discover their potential.

We encourage and support people to explore and develop their creativity, by working across a wide range of art mediums and collaborating with each other. We believe in equity within society and culture and the positive contribution that the arts can bring to our communities and to our health and wellbeing. We believe in listening to and learning from each other. We also believe in working towards a sustainable, eco-friendly future.



Our Goals for 5 years' time

By 2030 Shallal will:

Be recognised as an important part of the Cornwall's Arts and Wellbeing provision, contributing to the County being a great place to live for people with support needs

Be an organisation whose members are supported to be actively involved in governance and strategic decision-making

Be recognised for our unique creative approach to equity in artistic expression

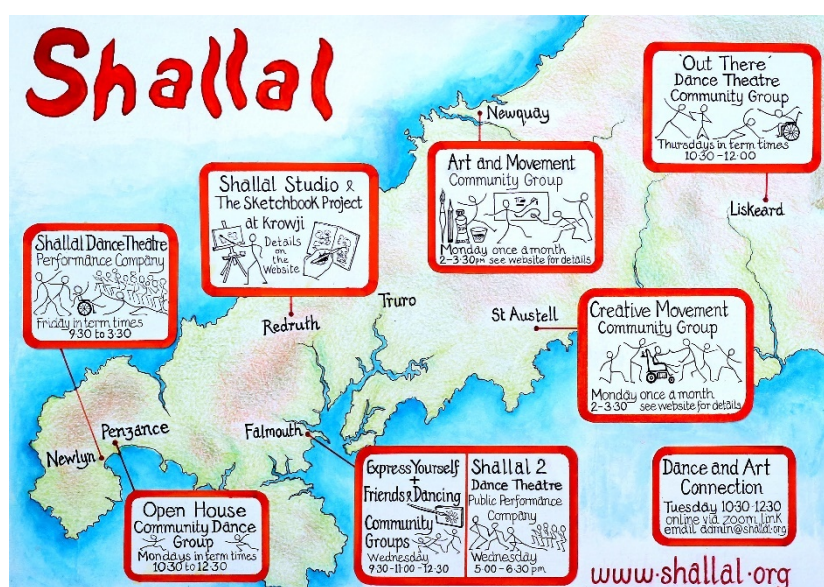
Be supported by a dynamic and diverse creative team

Offer structured creative and professional progression opportunities for our freelancers and our members

Be governed by a diverse, multi-skilled board of Trustees.

Be working with a structure that is sustainable, flexible, agile and focused on achieving the vision, goals, and ambition.

Be a carbon neutral organisation



Shallal's Activities

Shallal offers a diverse range of opportunities for people to take part in accessible creative activities. These change and adapt according to funding. Our current activities are:

Activity	Where?	When?
Shallal Dance Theatre	The Centre, Newlyn	Friday in term time
Shallal Studio and Sketchbooks	Our studio, Krowji, Redruth	Throughout the week in term time
Open House Community Dance Group	The Acorn Theatre, Penzance	Monday mornings in term time
Express Yourself & Friends and Dancing Community Groups	Dracaena Centre, Falmouth	Wednesday morning in Term time
Arts and Movement Community Group	St Michael's Church Hall, Newquay	Monday afternoons once a month
Out There Dance Theatre Community Group	Liskerrett Centre, Liskeard	Thursday mornings in term time
Creative Movement Community group	St Austell	Monday afternoons once a month
Dance and Art Connection	Online	Tuesday mornings during term time

Stepping Stones Project workshops on the theme of 'Journeys' are also being planned and delivered at Bodmin, Wadebridge, Bude, Liskeard and other venues.

Shallal's Team

Shallal currently has no paid employees and works entirely with a freelance creative team. We work with a small team of creative

freelancers, including Shallal's founder Jo Willis, who is the Creative Director. We are a small team, doing big things.

You can read more about the team on the Shallal website:
shallal.org/meet-team

Being a Trustee

There has never been a more exciting time to join Shallal, as the charity is soon to celebrate 40 years of supporting people across Cornwall. As a Trustee, you will play an integral part in helping us navigate the next stage of our journey, helping realise Shallal's vision.

The three trustee roles that are a priority for us at the moment are:

- **Chairperson**, to lead the board and organisational development
- **Communications Trustee**, to guide and support our communications and PR
- **Member Connection and Access Trustee**, who is passionate about accessibility in all its forms

However, we also warmly welcome interest from people with other skills, experience and interests, including *charity leadership and governance, creative programming, finance, local government, fundraising, project management, people with lived experience of disability, and other people who can bring a richer diversity of lived experience and age.*

What you will do

As a Board member, you will contribute to the good governance of the organisation and act as an ambassador for Shallal. You will:

- Attend Board meetings and be adequately prepared to contribute to discussions
- Contribute to the broader promotion of Shallal's objectives, aims and reputation, applying your skills, expertise and contacts
- Be involved in working groups relevant to your areas of interest and expertise
- Provide support and challenge to Shallal's creative team

- Ensure Shallal has appropriate operational strategies and policies, and monitor and evaluate their implementation
- Approve Shallal's financial plans and budgets and monitor and evaluate progress
- Ensure that key risks are being identified, monitored and controlled effectively

What does it mean to be a trustee with Shallal?

- As Board members, trustees have a collective responsibility. This means that trustees always act as a group and not as individuals.
- The Board and paid team work together to deliver our mission and strategy.
- Shallal's trustees use their diverse professional and lived experience and their skills and knowledge to ensure that Shallal serves its beneficiaries and is well run.
- Trustees have legal responsibility to ensure that Shallal's resources are applied to its charitable objectives and that it complies with the law.
- The Board is collectively responsible for the success of the organisation; from recruiting new trustees, agreeing its strategic aims and ensuring that necessary resources are in place to meet its objectives and monitor performance.
- The Board ensures that Shallal's agreed goals and objectives are the focus of its decisions and activity.
- The Board ensures that the organisation's financial and administrative controls and systems of reporting are robust and fit for purpose.
- The Board has a duty to act in Shallal's best interests and to manage resources responsibly.



- The Board ensures the charity is accountable, transparent, well-run and effective.
- Board members are champions of Shallal's ethos

Who are we looking for?

We are looking for people who will bring passion and commitment to the role and who will broaden the range of thinking and experience, both personal and professional, on our Board. You do not need to have been a trustee before – we are looking for people whose skills and experience will add to our existing board.

As we are a small charity with no permanent employees, we are looking for people who have the time and ability to be active trustees, supporting specific operational aspects of Shallal's work alongside contributing to its strategic direction and good governance.

Core Characteristics

- A commitment to Shallal's purpose and ethos
- Ability to think creatively and strategically
- Good independent judgement
- Ability to work effectively as a member of a team
- Willingness to participate actively in discussion and to speak your mind
- A strong personal commitment to equity, diversity and inclusion
- A commitment to our values and the Nolan's Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship

Board members are not expected to take on sole responsibility for their area of expertise, as the Board is ultimately collectively responsible for its decisions and actions.

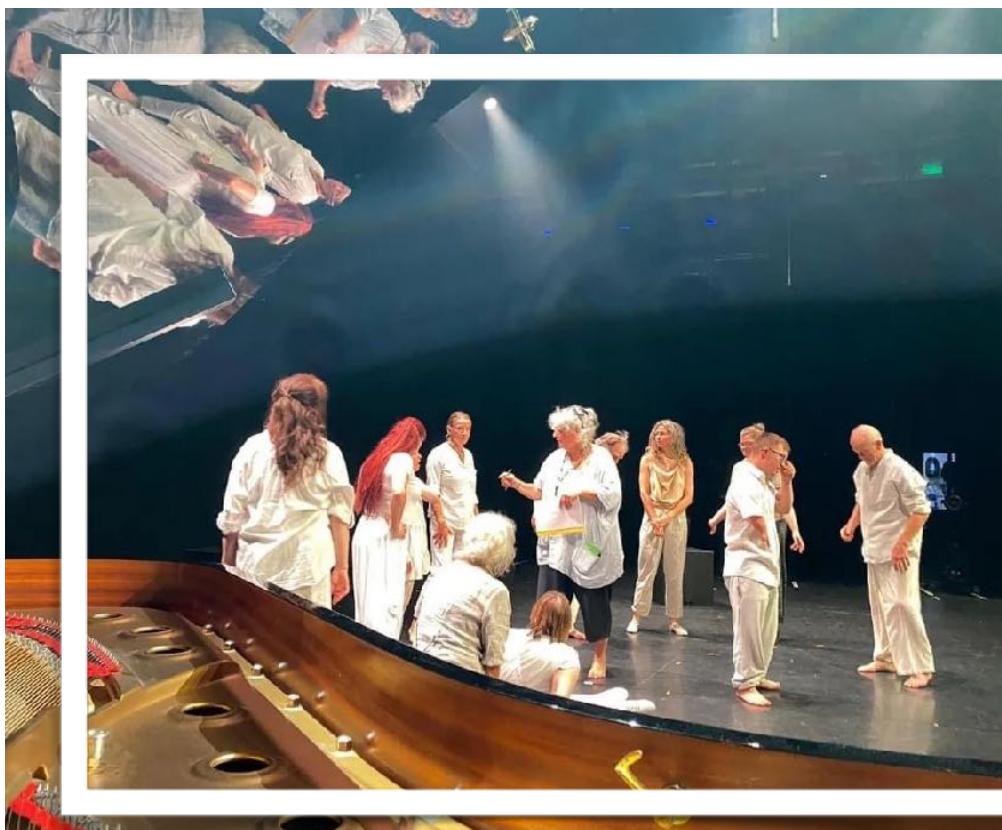
We are genuinely interested in applications from people with different occupational and personal backgrounds, including experience gained in

unpaid roles. The charity is for everyone, and we want the composition of our board of trustees who set the strategic direction of the organisation to reflect this reality.

We are particularly interested in hearing from groups currently under-represented on the board including people with neurodivergence, physical and learning disabilities, and younger people.

Please don't be put off applying if you don't meet all the criteria, or if you haven't been a trustee before. We will provide a full induction for all new trustees and will discuss with you individually any other training or support you might need to settle into the role.

If there are any barriers to either participating in the recruitment process or delivering aspects of the role itself, which you feel might exclude you from applying, then please contact us. We are keen that our processes are inclusive and that we do not miss out on great people.



Eligibility

The law places certain restrictions on becoming a charity trustee, such as being aged over 18, not being declared bankrupt etc.

If you are in any doubt about your eligibility, please visit the Charity Commission website at www.charitycommission.gov.uk

Remuneration

This is a voluntary position, and we currently do not pay trustee expenses.

Time Commitment

The time commitment is roughly the equivalent of one to two full days per month, although more will be required from time to time, especially for the Chair and for trustees taking on areas of particular responsibility for the organisation

We have monthly Board meetings (normally online). We also intend to hold an annual strategy away day, and an Annual General Meeting for members. Time is also needed to read meeting papers. Alongside the main Board meetings, Trustees involve themselves in specific areas of Shallal's governance and administration according to their interests and skills and attend events as their time permits.

Length of Appointment

Trustees are appointed for a 3-year term and can serve a maximum of 3 terms.

To find out more

If you have any further questions after reading this pack, please contact:

- Henrietta Boex, Chair of Trustees: admin@shallal.org.uk
- or

- Mary Godwin, our Trustee who is leading on recruitment
- For more information about the role of a trustee see [information from Reach on becoming a trustee](#). For more information about becoming a trustee see Getting on Board's [How to become a trustee guide](#).

How to Apply

To apply:

1. Email Trustee Mary Godwin marygodwin62@icloud.com attaching a copy of your CV and a covering letter setting out why you are interested in becoming Chair or Trustee and outlining any experience relevant to the role.
2. Consider both experience gained through your job and outside of a work setting - for example, involvement in community groups or other activities.
3. If you prefer, you can apply by submitting a short (max 5 mins) video.

All complete applications will be acknowledged.

Deadline for applications: 30th November 2025

Interview dates: Ad hoc according to people's availability

We can make reasonable adjustments to our interview process, and to working arrangements, according to your needs. If you are shortlisted for interview, we will explain what the interview process will involve in advance and check with you if we need to make any adjustments so that you can interview fairly and comfortably.

Thank you for your interest in supporting Shallal !

In the words of our community.

“The way Shallal does what it does is unique and valued. Members feel Shallal treats them differently to other people in their lives”

“Although Shallal is 40 years old, what it does is still very ‘of the moment’”

“Being part of Shallal is free, and freeing”

“The spring in their step is literal – Shallal has been transformative”

“Shallal has helped me find new friends”

“Companionship, a sense of community and an exchange of ideas.”

“Shallal means believing in yourself and expressing yourself”



Shallal