

Trustee Pack

November 2024

WAHWN is seeking new Trustee Directors to join the Board of our dynamic organisation. As the national sector support organisation for arts, health and well-being we are committed to driving the sustainable development and growth of a thriving, representative and inclusive arts and health sector in Wales that connects and supports arts and health professionals, and champions creative participation. Our rapidly expanding membership of nearly 1000 members represents the arts, health and HE sectors working across the full range of art form practice in health, arts and other community settings. WAHWN is proud of its central role within a growing number of key partnership initiatives and our position to provide a national voice for the sector at a strategic level.

We're looking for individuals who will widen the range of skills, knowledge and perspectives within our board. Our current workforce and leadership does not reflect the diversity of lived experiences so we especially encourage applications from people whose heritage, identity or voice are not commonly represented in the arts, health and culture sectors including people from global majority identities and backgrounds.

Most importantly we want people who bring enthusiasm, imagination and commitment to the role of WAHWN trustee. If you value creativity as an essential tool in people's health and wellbeing, we'd love to hear from you. We've included more details about WAHWN and the role below, and you can find out more about our work on [our website](#) and on our social media channels ([@wahwncymru](#)).

The **closing date for applying to join our board of trustees is 15th January 2025**. We will arrange conversations with applicants in late January, with the aim of confirming appointments before end March 2025.

The Trustee Director roles are voluntary and unpaid. We offer expenses to meet travel costs and to support individual personal access needs. You can be based anywhere in the UK as the majority of meetings can be joined online; we ask trustees to commit to joining us in-person at least once per year.

We know that applying for a role can be time-consuming and the processes can be off-putting, so our aim is to make this a friendly process. If you want to discuss WAHWN's work, the role and your application, and if you need any adjustments or support, please arrange a time to speak to Angela Rogers (Executive Director) or WAHWN's Chair Justine Wheatley. You can contact us by:

- email (info@wahwn.cymru) or;
- DM our social media accounts ([@wahwncymru](#)).

Warm wishes | Cofion Cynnes

Justine Wheatley

Chair of Board of Trustees

Angela Rogers

Chief Executive

About WAHWN

Established in 2013, [Wales Arts Health & Wellbeing Network \(WAHWN\)](#) is the national sector support body for arts, health and wellbeing in Wales. We provide a national voice for the sector at a strategic level, promoting best practice and influencing and advocating for policy change and implementation. We deliver an annual programme of advocacy, networking and training as well as innovative programmes that influence change for our sector towards greater equity for the benefit of people, communities and practitioners in Wales.

Our work is underpinned by legislation, including the Wellbeing of Future Generations Act 2015, and key partnerships including a Memorandum of Understanding between the Welsh NHS Confederation and Arts Council Wales. Our rapidly expanding membership of nearly 1000 arts and health professionals, represents the arts, health and Higher Education sectors working across the full range of art form practice in health, arts and other community settings. WAHWN is a charity and a company limited by guarantee. We receive annual funding as a member of Arts Council Wales Portfolio.

This Moment

Following 9 years as a network under the umbrella of another arts organisation (Engage Cymru), the last two years have been a time of great change for WAHWN. We have constituted as a new, separate organisation and in July 2024, we achieved charitable status.

Our key areas of work are:-

- **Networking** - monthly online meetings and regional Creative Health Market Places
- **Training** – Bi-annual Weave conference and online training events
- **Programmes** - How Ya Doing? Artist wellbeing programme; Stepping In creative workforce diversity programme and fortnightly peer learning groups
- **Advocacy** – representing the sector at the Welsh Government Cross Party Group on Arts and Health, regularly contributing to UK and international conferences and events and Welsh Government consultations

At this time of change, we are seeking new trustees to help us with this work and support the direction, structure and culture of the organisation for the future.

Background

Our staff team currently comprises one permanent full time Executive Director, supported by three part time freelance roles. Our current board comprises four people, chaired by Justine Wheatley, who is a freelance trainer and consultant in the charitable sector, and was formerly Executive Director of Peak Cymru. She has been a member of WAHWN steering group since 2013.

Trustees are usually appointed for a term of 3 years, and a maximum of six years; *we can accommodate shorter terms for young or first-time trustees who may not be able to commit for a longer period.* As we begin our life as a charity, we're looking to recruit at least three new trustees.

You will be joining a board that is friendly and collaborative. Our Trustees attend with care to our organisational aims; debate is encouraged and welcomed. There's a structure of formal quarterly meetings, with well-prepared agendas. We plan that Staff and trustees will meet once per year for an informal, facilitated 'awayday' as we grow our leadership and governance, and we encourage trustees to join network events whether in person or digitally. We think that **commitment, enthusiasm and curiosity** are the most important qualities for trustees. We greatly benefit from trustees with a range of lived experience and knowledge, and would love to hear from people **with experience, interest and / or skills** in:

- Clinical practice particularly mental health
- finance and / or HR
- fundraising
- environment / nature and health / sustainability

Experiences of exclusion are often amplified in health settings, and the current arts and health workforce and leadership is predominantly white and degree educated. To bring varied perspectives and embrace the richness of different lived experiences we especially encourage applications from anyone who feels their **voice and identity** is not commonly represented in the sectors we're working in including people:

- with global majority identities including African, Caribbean, Middle Eastern, East Asian, South Asian, Indigenous, Pacific Islander, Afro-Latinx heritage and people with a mixed heritage
- who are LGBTQIA+
- aged under 35 years
- who are D/deaf, disabled or neurodivergent
- who share our commitment for the Welsh language

Trustees' Role Description

The main responsibility of a trustee is to further the best interests of WAHWN in keeping with its charitable objectives. We're a new charity, and the last 2 years have been a time of great change for WAHWN. As we embrace our new charitable status, we need trustees who will support the direction, structure and culture of the organisation for the future.

Main tasks and duties

1. Formulate and review the strategic aims of the organisation
2. Ensure the policies and practices are in keeping with its aims
3. Ensure that the organisation functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice
4. Promote and advocate for the organisation

Person specification

We ask our board members to subscribe to the [Nolan Principles](#) for conduct in public life: selflessness; integrity; objectivity; accountability; openness; honesty; leadership and to:

- be an advocate for WAHWN and the arts and health sector
- commit time and effort to the role
- attend and actively participate in board meetings, whether in person or online
- listen to other viewpoints as well as speak your mind
- accept the legal duties, responsibilities and liabilities of trustee ([more about the role of a charity trustee](#))
- work effectively as a member of a team and accept collective decisions
- subscribe to our statement of commitments and values and to the priorities set out in our Strategic Equalities Action Plan
- contribute to and take part in organisational training and development

Trustees are volunteers and can claim expenses to support their work on behalf of WAHWN but cannot be offered employment. You must be aged 18 or over and we warmly welcome first time trustees. All new board members will be offered support and training, which can include mentoring if appropriate.

Location

Although the role of trustee is suitable for people based anywhere in the UK, as our meetings are hybrid (in person /online), we're keen to ensure we are able to meet up physically in Wales at least once per year.

How to Apply

If you are interested in joining our Board in 2025 (or in the future) and getting involved in our work, we'd love to hear from you.

Please complete our simple Expression of Interest form, which asks why you are interested in the role (max 500 words) and to upload a CV.

We can accept a video or audio recording providing the same information.

We also ask you to complete an anonymous [Equalities, Diversity and Inclusion questionnaire](#), to help us understand more about who we are reaching.

Please send your application to info@wahwn.cymru by **15th January 2025**.

Contact Us

You can contact us by:

- email (info@wahwn.cymru) or;
- DM our social media accounts ([@wahwncymru](#)).