

The image shows an outdoor art installation in a courtyard. The central piece is a large, tiered structure made of cardboard boxes, covered in layers of red and orange fabric flowers. A long, light-colored fabric piece is draped over the top. To the left, a man in a light blue shirt and grey pants stands looking at the installation. In the background, a woman in a white top and black pants stands near a small wooden table. To the right, a woman in a purple hoodie and a child in a striped shirt and black pants stand near another small wooden table. The background features a brick wall with an arched doorway and a sign that says "formation".

Join our Board of Trustees

About Deptford X

Founded in 1998, Deptford X is London's longest-running visual arts festival. Each year we stage a free 10 day art festival and work with hundreds of artists to locate art at the centre of everyday life for all of the area's communities.

A visual arts charity based in Deptford, South East London, we foster artistic talent and nurture community within the borough of Lewisham and beyond. We achieve this through a free annual festival in Deptford and ongoing activity supporting artists and our local communities throughout the year.

Our support for our artistic and wider community is structured around the annual festival. We have an open and unjuried Fringe programme which attracts around 400 artists each year and serves to showcase the wealth and variety of artistic practice in the area. Projects take place in local art venues, shops, cafes, outdoor spaces as well as an inventive array of other sites in the locality. The Fringe is an arms length programme and support is provided by Deptford X by way of the platform and publicity of the festival as well as some bursaries. Our Festival Commissions programme is partly selected through open call via our Supported strand—an annual open call for Lewisham-based early career BPOC artists selected by an invited panel—and partly by our curatorial team. As with the Fringe, the Festival Commissions are sited in temporary venues and spaces in and around Deptford. Each year one of our commissions is a participatory parade for which we invite a lead artist to develop a parade in conjunction with young people in the borough. Deptford X also runs a Peer Network programme for BPOC artists who are supported to develop their own programming for the festival and throughout the year.

Deptford X is funded by 3 year funding from Lewisham Council's Arts and Culture Grants scheme and in 2023 gained Arts Council England NPO (National Portfolio Organisation) status for the first time. Further funds are raised through Trusts and Foundations.

Run by a small team, the emphasis is on a flexible, supportive and inclusive working environment that prioritises collaborative working and problem solving.

A photograph of children in bee costumes performing on a stage. The costumes are black with yellow fuzzy skirts and large, gold-outlined wings. The children are in various poses, some with arms raised. The floor is covered in yellow confetti. In the background, an audience of adults and children is watching. A semi-transparent text box is overlaid on the left side of the image.

Our Vision

We support artists and creative practice, as well as those who do not yet identify as artists.

Deptford X:

- Is led by local artistic ambition, interests and practice.
- Brings art into informal contexts and public spaces for all to access.
- Seeks to make a positive contribution to our locality, communities, and to art, and to lead by example.
- Places equity, accessibility and care at the heart of the organisation.
- Holds space and advocates for difference, creativity, experimentation and learning within art.

What do Trustees do?

As a charity, we are required by law to be overseen by Board members who act as Trustees of the organisation. Trustees support and help develop a charity's work, playing important and varied roles, including: supporting the Deptford X team; giving advice; acting as a critical friend; providing strategic leadership; and advocating for Deptford X amongst your networks.

As a Trustee you will help us to:

- Support emerging and underrepresented artists and practices
- Increase access and participation within contemporary art practice
- Encourage change within the arts sector to represent the cultural diversity of London and beyond

Being a Trustee can give you the opportunity to learn about the day-to-day workings of not-for-profit cultural institutions, gaining access and a sense of deeper knowledge; understand the wider creative sector from the inside; and make connections with other Trustees, staff and our stakeholders.

You will also have the opportunity to give advice and strategic direction to the organisation's Director, Deputy Director, and staff.

Trustees often find the experience very rewarding and enriching.



Jelili Atiku, 'The Earth is a Beehive', Deptford X 2022, Photo: Nelta Kasparian

Trustees have the ultimate responsibility for directing the affairs of Deptford X and ensuring everything is above board as well as holding us to account for delivering our charitable outcomes. Being a Trustee is a position of responsibility, but you will be supported by the other Trustees, as well as the wider organisation, to make sure you understand all aspects of the role and can fully take part.

There are three official responsibilities of being a Trustee:

1) Act in the charity's best interests. This is sometimes called Compliance

Trustees must ensure that Deptford X complies with charity law and the requirements of the Charity Commission.

2) Act with a Duty of Care

Trustees must make sure they keep up to date with what Deptford X is doing. You will be encouraged to use your own knowledge or experience to ensure that the charity is well run and efficient. You will sometimes be asked to act as a representative of Deptford X at meetings or events.

3) You must act responsibly, reasonably and honestly. This is sometimes called the Duty of Prudence

Trustees must ensure that Deptford X is, and will remain, financially sound. In particular, this means ensuring charitable funds and assets are used wisely, and only to further purposes and interests of the charity. Also, to avoid undertaking activities that might place Deptford X's, funds, assets or reputation at undue risk.



As Deptford X is also a company limited by guarantee, Board members also act as Directors of Deptford X Ltd for the purposes of company law. A company limited by guarantee (CLG) is a type of corporation used primarily but not exclusively for not-for-profit organisations that require legal personality.

A company limited by guarantee does not usually have a share capital or shareholders, but instead has members who act as guarantors of the company's liabilities: each member undertakes to contribute a typically very small amount (not exceeding £1) as specified in Deptford X's articles, in the event of insolvency or of the winding up of the company.

Other responsibilities:

- Further information about Trustees roles and responsibilities can be found on the Charity Commission's website here: <https://tinyurl.com/ws6apwjd>
- All Trustees should ensure that they are aware of their safeguarding responsibilities and take responsibility for promoting and safeguarding the welfare of children, young people and vulnerable adults.
- You may also be required to appoint the Director, Deputy Director and other senior staff through the Chair, as well as monitor the performance of the Director and Deputy Director.
- Trustees may choose to join working groups to provide support and advice on organisational activities, for example fundraising, recruitment, business planning
- Trustees may directly or indirectly be involved with fundraising and income generation activities, such as supporting on funding applications, approaching donors/sponsors, or giving directly to the charity themselves. This is not a requirement of being a Trustee.
- Although extremely rare, Trustees can be personally liable to the charity if they cause financial loss by acting improperly and/or a third party that has a legal claim against the charity which the charity cannot meet. Further information can be found here: <https://tinyurl.com/vwhry6my>

Meetings

Trustees need to attend four board meetings per year. Meetings typically take place on a weekday and start at 6.30pm and can last up to two hours.

You can choose to join meetings in person or via Zoom, we use a combination of both.

You do not need to attend if work or illness prevents you, but do need to let the chair of the board and director know in advance of the meeting.

Before each board meeting, a number of papers and financial reports are circulated via email, which need to be read in advance of the meeting. Typically these can take 30 minutes to read.

Occasionally, there are additional meetings and training sessions where Trustees are expected to attend. Trustees can often provide support and assistance outside of these meetings for a variety of reasons, such as providing 1:1 advice or support to staff members, meeting as part of a working group, attending Deptford X events or external events to advocate for the organisation.

We want you to actively support and be involved in Deptford X's work. Trustees are expected to attend occasional public and private events, e.g. the festival or other public programmes, fundraising events and strategic planning sessions.



Sahra Hersi, 'Pop Up, Deptford X 2021, Photo: Tim Bowditch

Who are we looking for?

You do not need to have any formal qualifications or have had previous experience as a Trustee. Depending on your personality type, there are different ways of contributing. We are looking for people who are passionate about contemporary art and the role creativity can play within our lives.

We are looking for people who:

- Have a strong commitment to Deptford X, its values and ethos
- Are actively engaged with the creative sector and/or the different communities we work within and/or have specialist knowledge and experience that can enhance our work in the creative sector
- Have good communication skills and can challenge and question positively
- Value difference and can empathise with viewpoints which might be different to your own
- Understand and accept the legal duties, responsibilities and liabilities of being a Trustee
- Work effectively and collaboratively as a member of a team
- Are willing and able to devote the necessary time and effort to the charity's development including board meetings, events and sessions

At this time, we are particularly keen to recruit people who fulfil any of the following:

- Are artists or have experience and knowledge of our local communities in Deptford and Lewisham, or a connection to our local area
- Have knowledge or experience in income generation, individual giving or corporate sponsorship
- Have knowledge or experience in equality, diversity and inclusion
- Have knowledge or experience in communications, marketing or audience development
- Have knowledge or experience in human resources

It is important that our Board of Trustees reflects the voices, backgrounds and experience of our stakeholders and the different communities we work with. We want to ensure that our Board better reflects a wider diversity of perspectives and experiences, to sharpen our thinking and bring richness to our decision making.

This means we actively welcome applications from people who identify as:

- Working class or those who experience financial precarity
- African, East Asian, South Asian, South East Asian, Middle Eastern, Latin American,
- Caribbean heritage and those belonging to groups who experience racism including people of Romany, Irish Traveller, Central Asian and West Asian heritage
- Disabled, D/deaf, neurodiverse or experience long term health conditions
- Being under the age of 28
- Lesbian, transgender, queer, bisexual, intersex or non-binary

Trustees must:

- Be at least 18 years old
- Be properly appointed as outlined in Deptford X's governing documents
- Not act as Trustee if you are disqualified under Charity Commission guidance. Further details can be found here: <https://tinyurl.com/ymj43d52>



Gray Wielebinski with HRH and Holly Blakey, 'water bb', 2019, commissioned by Deptford X, photo by Katarzyna Perlak

Paying Trustees

When you become a Trustee, you volunteer your services and usually won't receive payment for your work. This is currently the standard practice and in line with charity legislation. We acknowledge that some people may not be in a position to give their time and services for free, and that this expectation may act as a barrier to you becoming a Trustee. As an organisation that is striving for fairer equality, representation and access, we are very happy to consider how we can support people further, so they can fully participate in the role.

Trustees can receive expenses for out-of-pocket payments they have to make in order to carry out their duties. These can include, but are not limited to: accessibility costs; travel to and from meetings; telephone and broadband time for charity work; and childcare or care of dependents while attending meetings. These expenses need to be agreed upon in advance and made in accordance with our expenses policy.

How to Apply

We want to hear how you think you can best support us, and contribute to the important work that Deptford X does.

To apply:

- Please tell us about any experience, knowledge or skills you can bring to the role. Please also tell us why you want to be a Trustee of Deptford X and what excites you about the role. This should be no more than one page.
- Please complete our Equality and Diversity Monitoring Form here: <http://tinyurl.com/2r6ykbtk>
- Send your application to admin@deptfordx.org with 'Trustee Recruitment' as the subject line.

Some people may require some further support with making the application. We accept applications written on your behalf, and those presented in alternative formats including video, sound or non-digital.

You can also tell us about any barriers you feel you might experience which would affect your ability to fully participate as Trustee.

Please contact us to discuss this further at admin@deptfordx.org or by calling our office on.



Arnaud Desjardin, 'Deptford Gold', Giffin Square, Deptford X 2015, Photo Leo Hugo

Deadline

As we are seeking to appoint Trustees over the next year, there is a rolling deadline.

Next steps

Applications will be assessed by Deptford X's Director and Board of Trustees as they are received. Potential Trustees will be invited to attend a board meeting where they have the opportunity to meet the full Board of Trustees and observe a meeting. Following this, The Board of Trustees will decide whether to formally invite you to join the Board. Trustees serve terms of three years. The Board can renew individual membership at the end of a term, but Trustees can only serve a maximum of three terms. You may also join Board sub committees or working groups and might be required to report back to the rest of the Board on these discussions.

