



**BLAZE**

**Trustee  
Recruitment  
Pack**

# Welcome from our Chair of Trustees



Hello and thank you for your interest in joining the Board of Trustees at Blaze Arts. Like some of you right now, I started off as a young producer and still am a young professional under 30. As a board, we want at least 51% under 30's on the board if not more. This ensures Blaze Arts is entirely youth-led which I'm hugely passionate about since it's not tokenistic (like a tick box) but authentic. For us, young people are the future leaders and I want us to continue to empower that.

My development through Blaze has come full circle. I was fortunate in 2015/16 when Blaze funded one of the projects that I led in the Harris Library and Museum in Preston. Ever since then Blaze led me to many opportunities, one of them being a Trustee for the Board and now Chair of the Board. I wanted to learn more about how charities are run and the role of a Board, to develop my own skills and expand my knowledge. Blaze Arts has had a massive contribution to my journey as a young professional. For those wondering if this is for you, apply anyway and see what comes of it. You never know what can happen unless you apply!

Our Board prides itself in being informal, hands-on and unique. It's not like other Boards. Being a small organisation means we work closely with our Director Helen Thackray on different projects outside of the four annual Board meetings. Whether you have tons of experience or think you have very little, your perspective would be massively impactful for Blaze Arts. Your learnt or lived experiences will enable us to shape the future of Blaze for children and young people.

So, are you interested in creativity and the arts, committed to youth-led practice and diversity in the arts? Whatever brought you to look further into becoming a Trustee, either through someone's recommendation or through your own channels, then I welcome you to apply, we'd love to hear from you!

All the best,

Jasleen Kaur  
Chair of Blaze Arts

# We are Blaze

Blaze is a youth-led arts charity born in Lancashire. Our vision is a world where all young people are valued as creative citizens who can improve their lives, communities and the world. We hold the space for young people from all backgrounds to develop confidence, creativity and other transferable skills through creative projects, events and networks.



At Blaze we:

- **Don't do things for young people, we do things with young people**, nurturing communities that can achieve amazing things through creativity and collaboration
- **Believe that diversity leads to innovation, inspiration and stronger communities**, and are committed to tackling inequality and promoting inclusion
- **Listen to understand and reflect to learn**, valuing creativity and curiosity as much as knowledge and experience
- **Ask rather than assume**, challenging preconceptions about young people, art and culture, and challenging ourselves to be aware of and break down our own prejudices
- **Encourage experimentation and risk taking** as a route to innovation, and when things don't go to plan we reflect, we learn and we move forward

[Find out more about us](#)

# What we do



We are at the forefront of youth-led practice. Our projects and events have always been youth-led, and we ensure our Board of Trustees is made up of a minimum of 51% young people.

There are three main strands to our work:

We **train and develop the next generation of creative producers**, supporting young people to produce their own events, campaigns and ideas, and inspire activism.

We **nurture and develop creative communities**, bringing together networks and partnerships of diverse people to collaborate and create change, always led and shaped by young people.

We **develop youth-led practice** with other creative and cultural organisations, training them to listen effectively, champion diversity and embed youth voice within their work.



# Who we're looking for

## **Values**

We're looking for passionate and enthusiastic people who:

- Love creativity and the arts, whether that be art, music, theatre, film and TV, or something else!
- Are excited by and committed to youth-led practice
- Recognise the value of diversity in the arts

## **Lived experience**

According to the [Young Trustee Movement](#), less than 3% of charity Trustees are under 30. It is written into our constitution that at least 51% of ours will be under 30. But this is just the start.

We recognise the benefit of having diverse voices and perspectives on our Board of Trustees. Our Board should represent the diversity of our work, and the people and communities we work in.

For this reason we're proactively seeking and encourage applications from:

- People from the Global Majority
- People who identify as D/deaf, Disabled or Neurodivergent
- People from the LGBTQIA+ community

You may have any or all of these characteristics.

## **Work experience**

We are also looking for those with specific experience in:

- Financial planning
- Business growth and resilience
- Human resources and employment
- Safeguarding
- Youth-led work

If you don't meet this criteria, but have something else to contribute, we'd still love to hear from you. We value any and all experiences you have to offer!



# Being a Trustee

Every charity has a Board of Trustees - a group of volunteers who make sure that the charity is working within its purpose. Trustees have responsibility for overseeing the work of the charity, making sure it's financially stable, well-run and fulfilling its charitable objectives. More information can be found on the [Charity Commission website](#).

As a Trustee you must act in the best interests of Blaze and our work. Responsibilities include:

- Attending at least four Board meetings per year - online or in Burnley/Lancashire where Blaze is based
- Joining sub-groups on specific topics where needed, such as fundraising
- Attending Blaze events and activities where appropriate
- Providing informal advice to staff when needed
- Advocating and championing the activities of Blaze

Blaze will provide training and workshops to help you develop in your role as a Trustee. Joining Blaze will mean you'll be at the forefront of supporting the next generation of creative leaders and youth-led practice.



# Expression of interest

We want this process to be as inclusive as possible. We know that writing a cover letter isn't what's best for everyone. Blaze is open to all types of applications. This can be written, verbal/audio, video or any other creative way that comes to mind.

We'd like to find out:

- What interests you about Blaze and our work
- What you can bring to our Board (this could be any of the skills, experience or interests we've spoken about in the 'Who we're looking for' section, or anything else you think is relevant)
- What you'd like to gain from joining our Board (this could be anything from simply wanting to give back to learning more about being on a Board)

We'd also really appreciate you filling out [our anonymous Equality and Diversity Survey](#). Based on the reasons above, we want a Board that's representative of different perspectives, and this anonymous form is our way of ensuring we're on our way to achieving that.

Interested? You can contact us by:

- Email at [helen@blazearts.co.uk](mailto:helen@blazearts.co.uk)
- Phone at 07928 668 734

The deadline to get in touch is **9am on Monday 24th October**

Don't hesitate to get in touch if you have any questions, would like an informal discussion before submitting or need any help putting together your Expression of Interest.

