

Information pack for the position of

Chair of Impressions Gallery Board

June 2023



Introduction: Chair of Impressions Gallery Board

Impressions Gallery is seeking a new Chair to lead our Board of Trustees, who can help guide our vision and development, build on our international reputation both within and outside the cultural sector, and be an proactive advocate for the gallery and the work we do.

If you are a strategic thinker with an unwavering commitment to equality, diversity and inclusion, and you feel you have the appropriate skills and experience, we encourage you to apply.

We are passionate about photography, a medium which has never been more influential on contemporary culture. The Chair will share our passion and will bring experience to support Impressions' mission and vision.

The new Chair will be joining the charity at a very exciting time. We have ambitious plans for our long-term future and are currently re-imagining what a photography gallery could be as we work towards our relocation in 2026. It is expected that the Chair will play a pivotal role in helping shape our thinking, and act as a key driver in the realisation of a new chapter for Impressions.

In addition, Bradford is UK City of Culture 2025. This is a game-changer, putting both Bradford and Impressions Gallery firmly on the national and international stage.

This pack provides information on Impressions Gallery, the governance of the charity, and how to apply for the role. We are seeking to fill this position over the next three months.

We are committed to maintaining a diverse Board through a transparent and inclusive approach. We encourage people from any background to apply for this role. We value diversity of perspective and want to create an organisation which is representative of our society and brings together those with a variety of skills and experiences to help shape what we do and how we work.

Disabled people and those of ethnically diverse heritage are underrepresented in the cultural sector, so we particularly encourage applications from people in these groups.

The deadline for applying is Friday 8 September 2023 at 12 noon.



Hanan (right) with her friend Nadia alongside the Humber Estuary © Rich Wiles / courtesy Impressions Gallery.

From the exhibition *In Which Language Do We Dream?* a co-created project, bringing together a 5-year photographic collaboration between Rich Wiles and the al-Hindawi family through discussions with curator Anne McNeill at Impressions Gallery.

About Impressions Gallery

Impressions Gallery is a registered charity and a company limited by guarantee, governed by a Board of Trustees. Day to day direction is delegated by the trustees to the Director. As well as an executive role, the Director is also the Artistic Director, providing leadership on the artistic programme.

Impressions Gallery is a charity that helps people understand the world through photography and acts as an agent for change.

We believe photography is for everyone, and people are at the heart of what we do. Since opening in 1972, in a room above a shop in York, as one of the first photography galleries in Europe, we have grown to become one of the UK's leading venues for photography.

We collaborate with photographers and organisations nationally and internationally to commission, exhibit and publish inspirational contemporary photography.

We have a long history of championing artists from non-western backgrounds and our programme embraces a wide range of artistic voices, enabling exhibitions of artists from diverse backgrounds while addressing themes that are relevant and accessible to a wide range of people.

Our work with new emerging photographers and often-overlooked artists' cements and builds their careers. Impressions Gallery is an international brand known for curatorial excellence. Our knowledge shapes future trends within photography through commissioning and exhibiting exceptional new work.

With an international reputation, we are proud to be in Bradford, with our exhibitions premiering here before touring to other galleries in the UK and beyond.

New Focus is our award-winning collective for young people aged 16 to 25. They work with ourselves and Bradford's diverse communities to produce and present projects that inspire and

engage other young people. With our support young people from Bradford who previously had little or no access to the arts are gaining knowledge and professional skills to become artists of the future.

Audiences are at the core of what we do. We work with our local culturally diverse communities to create innovative opportunities that widen the understanding and enjoyment of high-quality visual arts and actively support people to express their creativity. Regular events, workshops and projects provide accessible opportunities for all, such as events for older people at risk of social exclusion, weekly drop-ins with creative activities for families, and informal lunchtime talks welcoming new or casual visitors.

Those taking part range from 3 years old to over 80, and are from often marginalised communities, including people of ethnically diverse heritage and those on low incomes. Our education and learning programmes benefit students from primary schools through to colleges and universities.

In 2005, at the invitation of Bradford Council we moved from York and in 2007 we opened in our new space in Bradford, as the first ever purpose built, not-for-profit photography gallery in the UK. Bradford Council is our landlord, and our current lease expires in March 2026.

We are currently working with key stakeholders and other partners on our relocation as part of a new multi-use creative space in Bradford, with a target date of opening in 2026.

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Impressions Gallery will also continue to be a key partner in Bradford UK City of Culture 2025 and will play an active role in the delivery of the year.

Impressions Gallery are a financially prudent organisation with a track record of sound financial management. We operate a reserve policy, and are in a strong financial position, with healthy reserve funds. The charity is stable and can approach relocation and the future capital project with certainty. We are mindful that to maintain this position we must keep improving our financial resilience.

Our work is supported by public funding through Arts Council England's National Portfolio and Bradford Metropolitan District Council. We fundraise additional income from a variety of sources, including charitable trusts & foundations, sponsorship, donations, book sales and touring exhibition fees.



Mission Statement

To get people looking, thinking and talking about original contemporary photography by commissioning, and exhibiting new, high quality and risk-taking work by national and international artists.

Artistic Vision

Ambition, new ideas and artistic risks are at our creative heart. The programme is an ambitious mix of artists who are original in their approaches to photography. The gallery presents the very best of current photographic work, whilst not losing sight of the history of photography. It stages work that is conceptually and intellectually challenging and does not shy away from art that is perceived to be difficult. It is the gallery's job to make this work accessible.

Values

- Visionary and inspiring.
- Challenging and thought-provoking.
- Ambitious.
- Relevant (of the time and to audiences).
- Reflects the diversity of our society.
- Inclusive.
- Open and accessible.
- Honesty and integrity.
- Professional.
- Expert and knowledgeable.
- Friendly and enjoyable.

Our Board of Trustees

Emma Cheshire - Emma started her working life as a curator and later as an officer with Arts Council England, later working with the film, TV and digital creative industries specialising in business innovation and startup funding, before moving into organisational development. She now works with local government and charities to redesign public services. Along with her background in the arts and galleries, Emma brings a practical working knowledge of local and national government.

Julian Rodriguez - Julian is an experienced educator and has been Head of Photography & Filmmaking at Kingston University, Head of Media at Falmouth University, and Dean of Media at University of the Arts London. He has been Chair of Photoworks (Brighton) and Chair of the Deutsche Bank Photography Prize (2003-09). He currently sits on the Advisory Committee of The Rory Peck Trust. Julian has written on the influence of photography and its impact as historic documentation, writing for British Journal of Photography, Photographic District News (New York), and Taschen.

Kevin Doherty - Kevin is a retired lawyer who worked previously for a national law firm where he specialised in commercial property; originally from

the north east he has lived in Sheffield for more than 20 years and has been a trustee with the gallery since 2017.

Sarah Evans - Sarah is a Fine Art and Photography teacher with 14 years experience and has led numerous projects supporting young people to engage with the arts. Sarah completed her MA in Curation Practices in 2020 at Leeds Arts University with a focus on the benefits of art institutions to the health and wellbeing of their communities.

Sophie Gerrard - Sophie is an award winning international photographic artist and a lecturer in photography at Edinburgh Napier University. Since completing her Masters in Photojournalism and Documentary Photography at LCC in 2006 her work has been published and exhibited globally and is now held in numerous private and public collections. Sophie is a co-founder of the photographic collective Document Scotland.

Usmaan Arshad - Usmaan is a 2nd generation British Pakistani man, born and raised in Bradford, who dreamt of becoming a film maker and is now working in the film industry, working towards creative projects that can hopefully make a difference in the world.



The Person

The ideal candidate will be an experienced and well-connected leader in the private, public or third sector. You will have chairing experience, and a clear understanding of capacity, strategy, and governance in not-for-profit organisations.

With a strong belief in the mission, vision and values of Impressions Gallery, the Chair will lead our Board of Trustees, guiding us to deliver on our vision and future development plans; build on our international reputation both within and outside of the cultural sector; and be an energetic advocate for the gallery and the work that we do.

They will have a strong interest in art and culture, be passionate about the importance of Impressions Gallery and the role photography can play in society today.

They will appreciate the opportunities and challenges of Impressions' ambitious plans. They will lead the trustees on new fundraising initiatives to support the work of the gallery.

They will have a strong demonstrable commitment to equality, diversity and inclusion and will support Impressions Gallery to continue reflecting the communities it serves, and ensure the organisation is a place for everyone.

They will work closely with senior management and consultants to ensure relocation by 2026. They will make sure that Impressions Gallery is managed in an environmentally responsible manner and that an environmentally sustainable approach will be a fundamental tenet of future relocation plans.

The successful candidate will be well-organised, able to absorb information, with enough time and availability to fulfil the duties of this role.

They will be expected to adhere to the Nolan principles of public life – selflessness, integrity, objectivity, accountability, openness, honesty, and leadership. More details can be found here:

<https://www.gov.uk/government/publications/the-7-principles-of-public-life>

The successful candidate will be expected to demonstrate the following skills or knowledge base:

- Track record of chairing meetings, with strong facilitation skills, tact and diplomacy.
- Understanding of confidentiality.
- Strong ambassadorial and advocacy skills, with an ability to represent Impressions Gallery and our work to stakeholders, audiences, peers and funders.
- Excellent interpersonal skills, able to build relationships with supporters, stakeholders and artists.
- Knowledge of charity governance (or a willingness to learn).
- Financial acumen to ensure that the charity's plans are robust and can be delivered.
- The highest standards of honesty and integrity.



Role and Responsibilities

The Chair will ensure the Board works as a team to achieve the charity's objectives, and support senior management to successfully meet stated aims and targets: improve our ability to fundraise and generate income; and play a major role in our relocation plans. They will chair trustees' meetings effectively and efficiently, bringing impartiality and objectivity to the decision-making process.

Governance and finance:

- Approve the and the gallery's strategies and policies, monitor progress against targets.
- Ensure sound governance and compliance with the Charity Commission, Companies House regulations, and compliance with all applicable legislation and regulations.
- Ensure financial stability and that proper accounting records are kept, including sign-off of audited accounts for the Charity Commission.
- Ensure reports comply with Arts Council England NPO criteria, and other funders as relevant.
- Ensure trustees are engaged and decisions are taken in the best interests of Impressions Gallery and that the Board takes collective ownership.
- Respect confidentiality at all times.

Fundraising and communications:

- Support the delivery of Impressions fundraising plans, including supporting external relationships with sponsors and stakeholders.
- Act as a spokesperson, figurehead and ambassador as appropriate.
- Safeguard the reputation of the charity.
- Attend functions and events as and when required.

Staff and Trustees:

- Provide leadership for the Board.
- Provide advisory support for the Director as and when required
- Ensure an effective relationship between the Board and the staff team.
- Appoint the Director and support the appointment process of other key staff.

Duties:

- Lead Board meetings and take an active part in deliberations.
- Use skills, knowledge, and experience to help the Board reach sound decisions.
- Sit on other subcommittees and / or advisory groups as required.
- Exercise due care and attention and use reasonable skill in dealing with the charity's affairs.

The above list is indicative and not exhaustive.

Time commitment

To be able to commit the equivalent of 1 to 2 days per month, including attendance at quarterly Board meetings.

Terms of Appointment

The appointment will be made initially for three years and eligible for two consecutive terms of three years. This is a voluntary position and no remuneration will be made, but travel and out-of-pocket expenses can be reimbursed where required.

Eligibility

Some people are disqualified by law from acting as a Trustee including anyone who:

- Has an unspent conviction for an offence involving deception or dishonesty.
- Is an undischarged bankrupt.
- Has been removed from Trusteeship of a charity by the Courts of the Charity Commission for misconduct or mismanagement.
- Has been disqualified from being a company director under the Company Directors Disqualification Act 1986.

Recruitment and Selection Process

Equality, diversity and inclusion are central to everything we do, and we proactively seek people from all backgrounds to join us. We wholeheartedly believe in the perspective of difference, with the best boards reflect the communities they serve.

We encourage people from any background to apply for this position. We want to create an organisation which is representative of our society and brings together those with a variety of skills and experiences to help shape what we do and how we work.

Disabled people and those of ethnically diverse heritage are underrepresented in the cultural sector, so we particularly encourage applications from people in these groups.

How to apply:

Please send a letter of application introducing yourself and telling us how you meet the person specification for this role, together with a CV.

You may request a copy of our Arts Council England NPO funding agreement and most recent accounts if required.

Submit to Anne McNeill, Director of Impressions Gallery via email: chair@impressions-gallery.com

Deadline for applications: Friday 8 September 2023 at 12 noon. Interviews are expected to take place the week of 9 October 2023.

If you have any questions, or would like an informal confidential discussion about this role with the Director or a Trustee, please contact Anne McNeill via the above email address.





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