



PAN TRUSTEE

INFORMATION PACK





PAN INTERCULTURAL ARTS IS LOOKING TO RECRUIT NEW TRUSTEES TO SUPPORT ITS AMBITIOUS PLANS FOR 2025 AND BEYOND.

This is an exciting time to be joining the Pan Board of Trustees. In September 2025 we will be announcing our next 4 year business plan and starting celebrations as we approach Pan's 40th.

Trustees attend quarterly trustee meetings, assist with fundraising and networking and represent us at events. We also expect them to dedicate small amounts of time to work with individual staff members on their area of expertise and visit the projects to understand the work. We are particularly looking for candidates with experience in Press/Media, Safeguarding, Arts Administration and Psychology.

Being a trustee is a voluntary position and an interest in the issues facing our work and a commitment to the role is essential, although no prior experience of being a trustee is required.

This pack gives further details on Pan, more information about who we are looking for and the requirements of the roles. If you would like to apply please send a note of interest with your CV to j.green@pan-arts.net by 7 February.





“With so much conflict and despair in our world I am sure you have sat at home wondering how you can help?”

Here is your chance to truly affect the lives of people who have suffered as a result of people trafficking, torture and unfair treatment.

Pan stands against such suffering but cannot do this alone. Your time, expertise and empathy are needed.

Volunteer and be a part of our vocation to effect change”

Pan’s Chair of Trustees, Brian St. Louis KC



PAN INTERCULTURAL ARTS USES THE ARTS TO REKINDLE CREATIVITY AND IMAGINATION IN PEOPLE WHO HAVE BEEN THROUGH EXTREME EVENTS IN THEIR LIVES WHICH HAVE REDUCED THOSE VITAL ELEMENTS.

Working with survivors of trafficking, refugees, asylum seekers and young people in special education situations, we imagine and explore alternative pathways to change lives.

We invest in participants over long periods of time so that they can become strong, independent individuals and leave us because they are ready to, not because the project ends.

Last year we worked with 552 participants over 12 projects sharing the work with over 3000 people.





OUR VALUES ARE AT THE HEART OF OUR WORK AND WHY WE DO WHAT WE DO. WE ARE...

CREATIVE

Reclaiming everyone's ability to be bubbling with creativity, playfulness and joy, especially when these have been diminished by trauma or shock, is central to our work.

INCLUSIVE

We believe everyone has the capacity to create and benefit from a rich imagination, we ensure every voice is respected and we welcome diverse perspectives to find genuine new ideas and solutions.

NURTURING

We work for positive change in the lives of both participants and staff, in the communities they live in, their personal development and the larger understanding of our rich diversity.

INNOVATIVE

Pan doesn't take things for granted; we challenge the status quo, at different levels, adapt to changing situations and always look to evolve and improve the support for our participants and staff.

PASSIONATE

We do this work because we know it is important, needed and beneficial, and everyone who is part of Pan is totally committed to what we do.



BOARD KEY DETAILS

Pan is both a limited company and a registered charity so members of the board are both directors of the company and trustees of the charity. The board comprises 8-14 members with two officer roles; Chair and Treasurer.

Trustees can be co-opted throughout the year (if there is a vacancy) by the remaining board members. Trustees meet quarterly, over Zoom and in person, where they receive reports from the Artistic Director, Company Manager and Fundraiser and have the opportunity to ask questions, discuss issues and collectively agree on how Pan should move forwards.

All Trustees must:

- Be bound by an overriding duty, both individually and collectively, to act at all times in the interests of Pan and its present and future participants.
- Be equally responsible in law for the Board's actions and decisions
- Have equal status
- Act personally and not as the representative of any group or organisation
- Ensure that they remain independent and do not come under the control of any external organisation or individual
- Support all decisions once they have been agreed by the board
- Respect the confidentiality of board matters and discussions



ROLE OF THE BOARD

Trustees have ultimate responsibility for the good governance of Pan, ensuring that the organisation is solvent, legal, safe and well run. As well as having financial oversight, Trustees will identify and manage risks, along with approving all policies and major changes.

They represent the interests of the staff and participants throughout the year and ensure that Pan delivers the outcomes agreed for the participants whilst not allowing Pan's operations to become compromised.

SKILLS NEEDS

We are currently looking for people with expertise in safeguarding, press/media, arts admin and psychology. These are areas of knowledge which will support and feed into existing priorities and future objectives.



THE RELATIONSHIP BETWEEN THE BOARD AND STAFF

The Artistic Director in conjunction with the Chair has the responsibility for maintaining and managing clear boundaries and division of responsibilities between the board and the staff team.

The Artistic Director and Company Manager attend Trustees meetings and are the primary links between the two.

The rest of the office staff and freelance staff are then responsible for implementing strategic decisions agreed by the board.

The Trustees' key focus is on the strategic direction of Pan and not on managing the day-to-day operational issues and decisions which have been properly delegated to the staff team.

Trustees are welcome and encouraged to attend Pan sessions to see the work in person and to get to know the staff. Trustees are also encouraged to attend staff-wide training and strategy days, and the staff are encouraged to attend the AGMs as key moments of interaction between the two.





PAN'S CURRENT BOARD OF TRUSTEES

Clockwise from top left:

Brian St Louis KC - Chair, Adam Bray, Alice Hu Wagner, Lloyd Goldby, Taku Mukiwa, Maya Pierreux, Heather Fokerd - Treasurer, Sophie Froment, Abu Haron, Sita Schutt, Jumoke Fashola



ROLE DETAILS & REMUNERATION

SALARY

This role is voluntary. Any expenses necessary to carry out the role can be reimbursed.

TIME COMMITMENT

Trustee meetings take place quarterly, often midweek 6pm - 8.30pm. Between meetings trustees may need to set time aside to respond to emails, read paperwork, attend training and support the staff where necessary.

BENEFITS

- Access to relevant training and annual organisation-wide training days
- Invitations to events and activities run by Pan
- Opportunity to speak publicly and represent the organisation
- Playing a significant role in shaping the future of the organisation

LOCATION

Trustee meetings are held both in person and online. There are also events throughout the year where you will be invited to attend, including project sharings, AGM and fundraising events.





Thank you for your interest!



For any questions about the role, or to apply please contact Joanna Green on j.green@pan-arts.net