

## WELCOME!

FREEDOM FESTIVAL ARTS
TRUST IS LOOKING FOR

## A CHAIR OF THE BOARD

Since being established in 2007, Freedom Festival Arts Trust has taken social issues impacting communities across Hull, the UK and internationally and used creative and cultural interventions to challenge perspectives and open important social discussions. We celebrate Hull's independent spirit and extraordinary heritage working closely with artists, creative organisations, the private sector, academic partners, third sector organisations, families, individuals, and community groups to deliver year-round creative activity and a world-class annual arts festival.

Freedom Festival, our annual arts festival was established as part of the bicentennial commemorations of the first anti-slavery act in Parliament, and as a way of celebrating one of the city's most important politicians and his work within the abolitionist movement, William Wilberforce.

Over the years we helped deliver on the promise of the 2017 City of Culture and continue to uphold that legacy by nurturing home-grown talent and bringing world class culture to Hull each year. We bring thousands of people together through our annual festival and year-round creative programme to excite, inspire, challenge, empower and provoke.

Since 2013 we have supported over 18,000 local people as participants in year-round participatory projects, commissioned or presented 175 new works, supported 686 artists to enhance their practice, and contributed over 125 m to the local economy.

Freedom Festival has a local, national and international reputation of excellence with a central mission to expose social injustice through performance art. Coming up to our 20th anniversary, the Trustees and Festival Director are looking to appoint new Trustees to move our team towards a new chapter of success.

An enthusiastic, engaged and skilled Trustee team will help us to drive forward a year-round engagement programme, as well as out annual artist extravaganza: Freedom Festival.

# ABOUT FREEDOM FESTIVAL ARTS TRUST

**Vision:** We use arts, culture and heritage to create unique and extraordinary moments that challenge, inform and change the way people view and experience Freedom across Hull, East Riding and the world.

Mission: We champion Hull's revolutionary heritage in freedom reform, celebrating the city's independent spirit and global connection with free-to-access world class culture and heritage.

We draw inspiration from Hull pioneers such as William Wilberforce, Amy Johnson, Mary Murdoch, Head Scarf revolutionaries, and use public & civic space as a canvas to activate cultural revolutions. Empowering artists, heritage instigators and communities to create and collaborate, encouraging social unity and sharing the value of joy that comes with freedom.

Our people-powered approach, combined with bold artistic ambition & extensive experience delivering creative interventions, means Freedom Festival is trusted to deliver powerful, transformative experiences in public space- connecting communities, challenging injustice, and leading the way in socially engaged art.

Each year around 60,000 people come together in the centre of Hull to experience and participate in a bold and radical programme of arts in public and civic spaces. We provide memorable experiences and a chance to be a part of something extraordinary by developing and commissioning programmes that embed local people in internationally significant work. The aim is to help foster individual wellbeing, build confidence and to create stronger, more cohesive communities. From epic spectaculars unfolding in public spaces, to intimate moments where audiences and artists meet - we create, curate and deliver exceptional large-scale events. small-scale happenings and many cultural programmes that bring thousands of people together each year. We invite audiences to participate in, and to experience the joy of shared cultural encounters in the hope we enhance wellbeing and foster a greater connection to place. We believe festivals, particularly in public spaces, do this best - we take our art to where the people are.

Freedom Festival Arts Trust is a registered charity established in 2013 and is one of Arts Council England's National Portfolio Organisation and also receives annual investment from Hull City Council. Other income is sourced from sponsorship, trusts and foundations, EU culture funds, national touring networks, investment from international embassies and partners, and a modest income from commercial activity during the festival.

We have a small core staff team and also engage a wide and diverse range of freelance staff and specialists to support our work, as well as 100+ volunteers per year to assist with the festival and in year events we produce.

Our turnover in 2023- 2024 was £639, 430.

We are looking for a new Chair to support the Board and team at an exciting time in the company's growth and ambitions.

By 2030, Freedom Festival Arts Trust will build on its global recognition for socially engaged art and culture. Using Freedom Festival as an essential platform where artists, communities, and changemakers converge to explore freedom in all its forms. It will lead bold conversations, commission transformative work, and amplify underrepresented voices, while remaining deeply rooted in Hull's identity. Through year-round activity and international collaboration, FFAT will be a driving force for cultural equity, civic pride, and sustainable change—locally impactful and globally inspiring.

To find out more about our work, please see our website www.freedomfestival.co.uk



## **ORGANISATIONAL VALUES**



#### **ROOTED**

Hull runs through our veins, and we are proud of our heritage. Our work is inspired by the city's identity, heritage and ambition, celebrating its internationalism, independent spirit and contributions to global social reform.



## ETHICAL & EQUITABLE

We believe in the power of arts, culture and heritage to convey fundamental human values, and embrace and celebrate the diversity of human experience. We cultivate safe and equitable space where people can connect, grow, explore and gain a deeper understanding of the world around them. Harnessing this diversity is the energy



### CREATIVE POWER

We recognise that artists are not just creators, but vital contributors to social discourse, cultural innovation, and public imagination. By supporting artists holistically- through fair pay, meaningful commissioning and presenting opportunties, and respect for their creativity, we are creating a more imaginative, and richer future for all.



#### **PARTNERSHIP**

Collaboration is at the heart of everything we do. It supports new ways of thinking and working and helps us to understand each other better. Our partnerships reach across the city and region, nationally and internationally, creating a more connected world.



#### **VISIBLE**

Work performed in public spaces and nonconventional places-whether creative, social, manual or curated-hold unique value because it is accessible, and participatory, challenging traditional hierarchies and opening up opportunities for exchange, conversation and community cohesion.



### COMMUNITY POWERED

that powers our work.

Everyone should have the opportunity to find their passion for arts and heritage as an audience member, as a participant, as a supporter, volunteer, as an activist and as a maker; we value the creative potential in every citizen



#### **GLOBAL**

We celebrate Hull as a portal to the world, using Hull's rich seafaring and freedom heritage to forge meaningful global connections and bring the very best international experiences to our city. .



## IMPACT OF **FREEDOM FESTIVAL 2025**

circa

audience members came to see

166 artists 40 companies present

performances

250 community participants

participation projects

**5** workshop

volunteers 514 volunteer hours





### WHAT WE DO

Freedom Festival delivers a year round programme of arts, culture and heritage that activity that holds Freedom at its core. Empowering artists, heritage instigators and communities to create high quality experiences for the people of Hull and beyond. Throughout all of our work, we are striving to ensure we are working as sustainably as possible, through presenting, commissioning and curating new creative interventions.

#### **Festivals**

We deliver high quality, dynamic and empowering festivals, including the City's flagship event Freedom Festival. We bring to the city high quality creative interventions that animate Hull and have a positive impact on the local economy and communities, making Hull a more desirable place to live, work, study and visit.

#### **Nurture Talent**

We support the growth of talent locally, nationally and internationally through a range of programmes and partnerships. This is through a range of work with communities, empowering them to develop cultural experiences, whilst increasing the quality and range of work artists are producing in the region.

#### Commission

We support the research and creation of unique and extraordinary creative and heritage ideas that take place in public spaces or unusual spaces.

#### Produce

We produce productions, installations and live experiences for audiences across Hull, East Ridings and the UK. Taking the FFAT values across the globe and rooting Hull nationally and internationally as a destination for culture.

#### **Partnerships**

We are dynamic partners and work with organisations, artists and collaborators across the world to ensure Hull is at the forefront of the national and international cultural sector. These include In-Situ network, University of Hull, Global Streets, Light Up the North.



### CHAIR INFORMATION

We're looking for an exceptional individual to take over as Chair of the Trust, leading the future of a new chapter and ambitious strategic delivery.

We are looking for a confident and creative leader who will act as a passionate advocate and ambassador for Freedom Festival Arts Trust and the city; someone who can articulate our vision, and garner support from a wide range of audiences ranging from national and regional political stakeholders, funders, business and our diverse communities in the city.

Our new Chair will support the Festival Director, Phil Hargreaves, and the Freedom Festival team, to deliver our business plan by leading the charity's governance processes, and by supporting the wider team to build lasting partnerships in the public, private and third sectors.

The new Chair will be supported by an active Board of Trustees.

We hold quarterly board meetings, and other subgroup meetings throughout the year. We anticipate an average commitment of around one day a month in a non-executive role.

#### Commitment

The Chair should be available to chair quarterly board meetings in person or online and other subgroup meetings as appropriate.

The Chair is appointed for a fixed term of 4 years. At the end of that term the Chair may be reappointed for another fixed term of 4 years or retire. (Maximum of 8 years' service)

The Chair can resign their position, with notice, in writing, at any time.

#### Remuneration

- This role is not remunerated
- Travel and other reasonable expenses incurred are reimbursed in line with FFAT's expenses policy

# CHAIR OF THE BOARD ROLE DESCRIPTION

The Chair will lead the Board of Trustees ensuring effective governance, strategic direction, and overall success in achieving the organisations mission and vision. In particular the Chair will:

- Act as a figurehead for the charity (for example, representing FFAT at functions, meetings or in the press).
- Lead on the development of the board and make sure its decisions are carried out.
- Promote a positive organisational culture and ensure compliance with legal and ethical obligations.
- Chair FFAT's board meetings, facilitating good decision-making processes (the role may involve chairing/support other sub-committees).
- Advocate for FFAT with key national and regional stakeholders including business, funders and political stakeholders.
- Support FFAT's Festival Director and the team to deliver its business plan, creating the conditions for the team to thrive.
- Lead on the governance of the charity, supported by the Executive Director.
- Provide strategic direction and evaluate performance against agreed targets.
- Line manage FFAT's CEO/Festival Director and support FFAT's effective and efficient administration, and financial stability.
- Uphold FFAT's reputation.
- Represent FFAT as a spokesperson and at events and meetings.

We are particularly interested in applications from people who have:

- Knowledge and understanding of good governance in the charitable sector.
- A passion for Hull.
- An appreciation of the role that arts and culture plays for the people of Hull.
- Excellent interpersonal and communication skills.
- Trustee experience on a cultural, sporting, business, public or not-for-profit organisation.
- An ability to think strategically, creatively and independently.
- A strong commitment to diversity, inclusivity and sustainability.



## **APPLICATION PROCESS**

If you're interested in applying, please send a letter expressing your interest in the role and a short CV to lorna@freedomfestival.co.uk by 31 October 2025.

If you would like to discuss the role further or have any questions before applying, please contact Festival Director Phil Hargreaves on phil@freedomfestival.co.uk or Vice Chair, Trish Dalby on info@freedomfestival.co.uk

The deadline for applications is 31 October 2025. Interviews are due to be held on Thursday 13 November 2025.

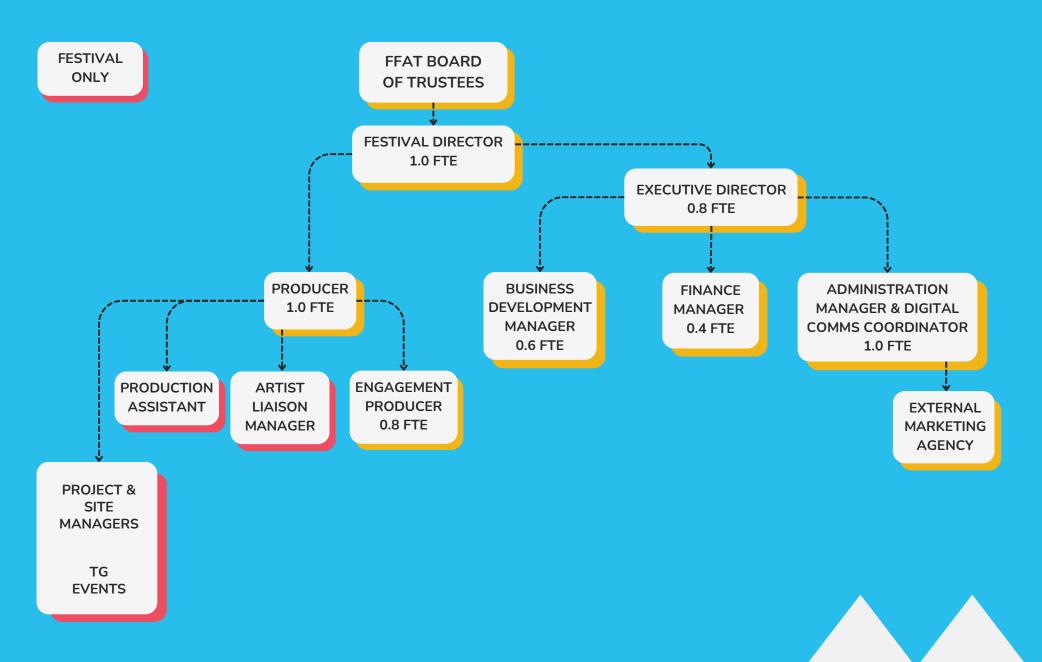
FFAT is particularly interested in increasing its representation of people who are disabled and people from diverse ethnic backgrounds.

#### **Access and Reasonable Adjustments**

If you require any access support during the application and interview process, please let us know. If another format or application process would be more accessible for you, such as video or audio, please contact lorna@freedomfestival.co.uk and we will make the appropriate arrangements.



## FFAT ORGANISATIONAL STRUCTURE





## **ABOUT HULL & EAST YORKSHIRE**

#### By **HEY Creative**

Area
Kingston upon Hull
East Riding of Yorkshire

**Local Authority**Hull City Council
East Riding of Yorkshire Council

**Population** 260,000 334.000

The port city of Hull is surrounded by the rural landscape of East Yorkshire, creating a substantial geography with a rich history of independence and innovation. The region has varying dynamics and demographics, a Europe-facing geography and multi-faceted cultural practitioners and communities. The region has recently completed public consultation on a devolution deal with central government worth £400m over 30 years. Both Hull City Council and the East Riding of Yorkshire Councils have arts development teams which support culture, oversee grants programmes, and provide other important assistance to the sector.

Situated on the River Humber, Hull is a historical port city that has seen fortunes rise and fall over centuries, but maintains a central connection to its maritime identity. Extensive wartime destruction and the deterioration of the fishing industry in the sixties resulted in both social and economic decline from which the City is still recovering. However, an inbuilt attitude of independence and self-reliance has helped fuel an extensive multi-sectoral movement of re-imagining and regenerating Hull for the twenty-first century.

Hull's longstanding geographical, maritime and overseas trade connections have produced a city that 'keeps her face half-turned towards Europe' (Philip Larkin, 1975) and the city has longstanding historical connections with Europe, Scandinavia and further afield. Through its historical links with slavery abolitionist William Wilberforce, Hull is twinned with Sierra Leone and has had active engagement programmes over the years. Hull is also a 'sister city' to the port cities of Raleigh, Nagata, Reykjavik and Stettin; and is a member of the modern Hanseatic League, having its historical roots in the medieval trading guild linking ports across Northern Europe. Hull is also one of six Global Flood Risk Programme Cities - Miami, Mexico, Cape Town, Amman and Addis Ababa.

Hull was UK City of Culture in 2017 and experienced unparalleled cultural investment in the surrounding years. As well as delivering a transformative year of cultural experiences, City of Culture also galvanised Hull's business community who contributed funding as Business Angels and sponsors to connect with culture in new and meaningful ways. Similarly education, health and other sectors plugged into culture and experienced the relevance and joys of culture first hand.

Hull City Council are working on a new cultural strategy and are exploring an application for UNESCO City of Music designation. The Council's Hull Maritime project is an ambitious c.£30m cultural heritage programme to celebrate Hull's maritime connections and its position as Yorkshire's only Maritime City. Hull's culture sector landscape is characterised by a relatively small cohort of larger organisations (mostly National Portfolio Organisations), and a larger number of small arts companies or individual practitioners. Freedom Festival Arts Trust is an example of an organisation with established national and international reputation and connections, while many smaller companies and individuals are doing innovative work in their fields – some with regional, national and international reach.



Images © Tom Arran

With thanks to HEY Creative for background information on Hull and East Yorkshire



T: +44 (0)1482 214036 E: recruitment@freedomfestival.co.uk www.freedomfestival.co.uk



@freedomfesthull