

FREEDOM
Festival Arts Trust
JOIN US



WELCOME!

FREEDOM FESTIVAL ARTS TRUST IS LOOKING FOR TRUSTEES

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 £25m 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 our 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 spectacles 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 up to 5 Trustees 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 that powers our work.



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 opportunities, 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 non conventional 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

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

60,000

audience members came to see

166

artists
from

40

companies
present

148

performances

250

community
participants

6

participation
projects

25

workshop
hours

54

volunteers
completing

514

volunteer
hours

Spotify impressions	134,299
est. impressions via local PR	400,000
content views via meta	632,766
Est. impressions via digital billboards	811,152





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.



BOARD TRUSTEE INFORMATION

Reporting to: Chair of the Board

Key Working Relationships: Trustees, Festival Director, Executive Director, FFAT Team

FFAT continues to seek dynamic, committed and influential individuals with a passion for FFAT's mission, who will help us champion our work and realise our ambitions.

Freedom wants to take positive action to diversify our board. We are keen to reach people with a range of skills and backgrounds. No previous board experience is necessary, and we are particularly interested to hear from anyone who is under-represented in the arts world, including people under the age of 30.

The board currently consists of five trustees and we are looking for up to five new trustees. Following a Trustee Skills Audit in 2025 we are particularly interested in Trustees with knowledge of:

- Equity/equality & diversity
- Finance/accountancy and risk management
- Legal
- Marketing/brand/PR/comms
- Work in the community
- Lived experience

As we further deepen our engagement work with communities through our year round programme supported by Esmée Fairbairn Foundation, we are keen to recruit Trustees with connections to Hull and its communities.

Whatever your age or background, please contact us at info@freedomfestival.co.uk if you are interested in an informal conversation or would like further information.

Commitment

This is an unpaid role. Reasonable expenses will be reimbursed.

Trustees should attend FFAT events throughout the year including networking events.

Trustees are appointed for a fixed term of 4 years. At the end of that term the trustee may be re-appointed for another fixed term of 4 years or retire. (Maximum of 8 years' service)

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

Travel

Trustees should be available to attend quarterly board meetings in person or online and other subgroup meetings as appropriate.



ABOUT YOU

Why should you become a trustee?

As a trustee, you will have the chance to:

- Enhance the lives of the community and audiences that FFAT works with
- Challenge yourself by using and sharing skills in a new environment
- Become inspired and motivated to share your voice and instigate future growth
- Network with other like-minded individuals with a shared passion for Hull and the arts
- Support the strategic development of an established arts charity

What are the skills and experience we need from a Trustee?

- A passion for the role that arts can play in society
- A passion for Hull
- A strong commitment to diversity, inclusivity and sustainability.
- Excellent interpersonal and communication skills.
- Integrity and good judgement.
- Tact and diplomacy.
- Understanding of the legal responsibilities of being a board member.

If there are any barriers stopping you from even thinking about becoming a trustee, such as understanding what it involves, then please don't hesitate to contact us.

ROLE DESCRIPTION

Trustee Role includes:

- Read board meeting notes ahead of quarterly meeting and be prepared to discuss and make decisions on their content.
- Attend quarterly board meetings (The role may involve chairing/support other sub-committees).
- Attend one team away day every 12 months.
- Support FFAT's Director and Senior Management Team to deliver its business plan, creating the conditions for the team to thrive.
- Uphold FFAT's reputation.
- Represent and advocate for FFAT as a spokesperson and at events and meetings.
- Ensure FFAT is meeting its obligation as a charity and funded organisation.

Trustee's Legal Duty

- Ensure FFAT is carrying out its purposes for the public benefit
- Comply with FFAT governing document and Company and Charity Law
- Act in FFAT best interests
- Manage FFAT resources responsibly
- Ensure FFAT is accountable
- Act with reasonable care, skill and due diligence

Trustess legal and financial responsibilities

- Ensure FFAT operates in accordance with Company Law and is compliant with Charity Commission requirements
- Safeguard individuals, including beneficiaries, staff, volunteers, and others who interact with the charity.
- Ensure the prudent financial management of the charity and that the charity's assets are safeguarded and well managed
- Define the charity's employment policies
- Ensure effective accountability and reporting to funding partners
- Make decisions relating to Festival Director and other appropriate senior appointments
- Agree job descriptions for senior management team and review levels of pay



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 be held on Wednesday 19 November 2025.

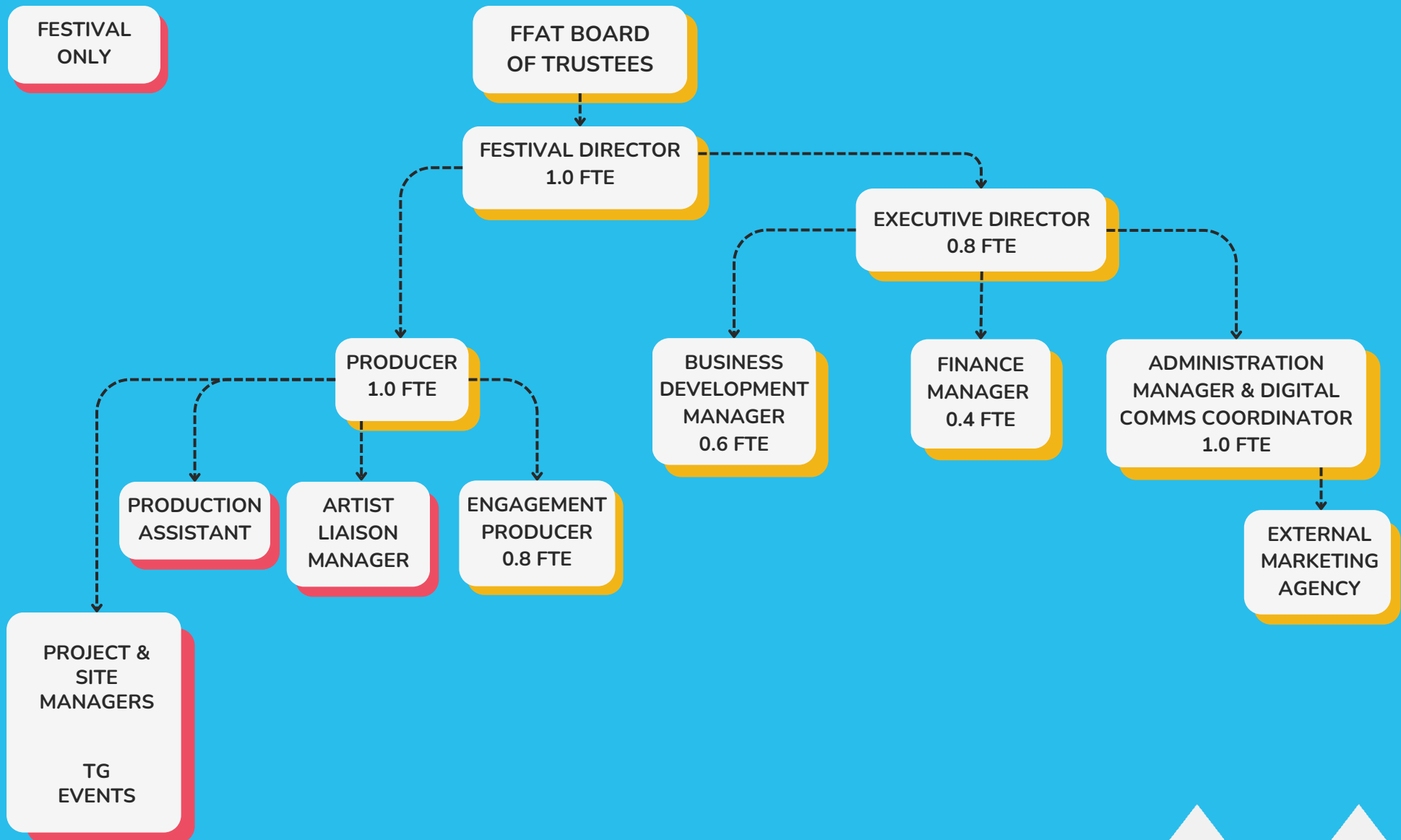
FFAT is particularly interested in increasing its representation of people who are disabled and people from diverse ethnic backgrounds.

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	Local Authority	Population
Kingston upon Hull	Hull City Council	260,000
East Riding of Yorkshire	East Riding of Yorkshire Council	334,000

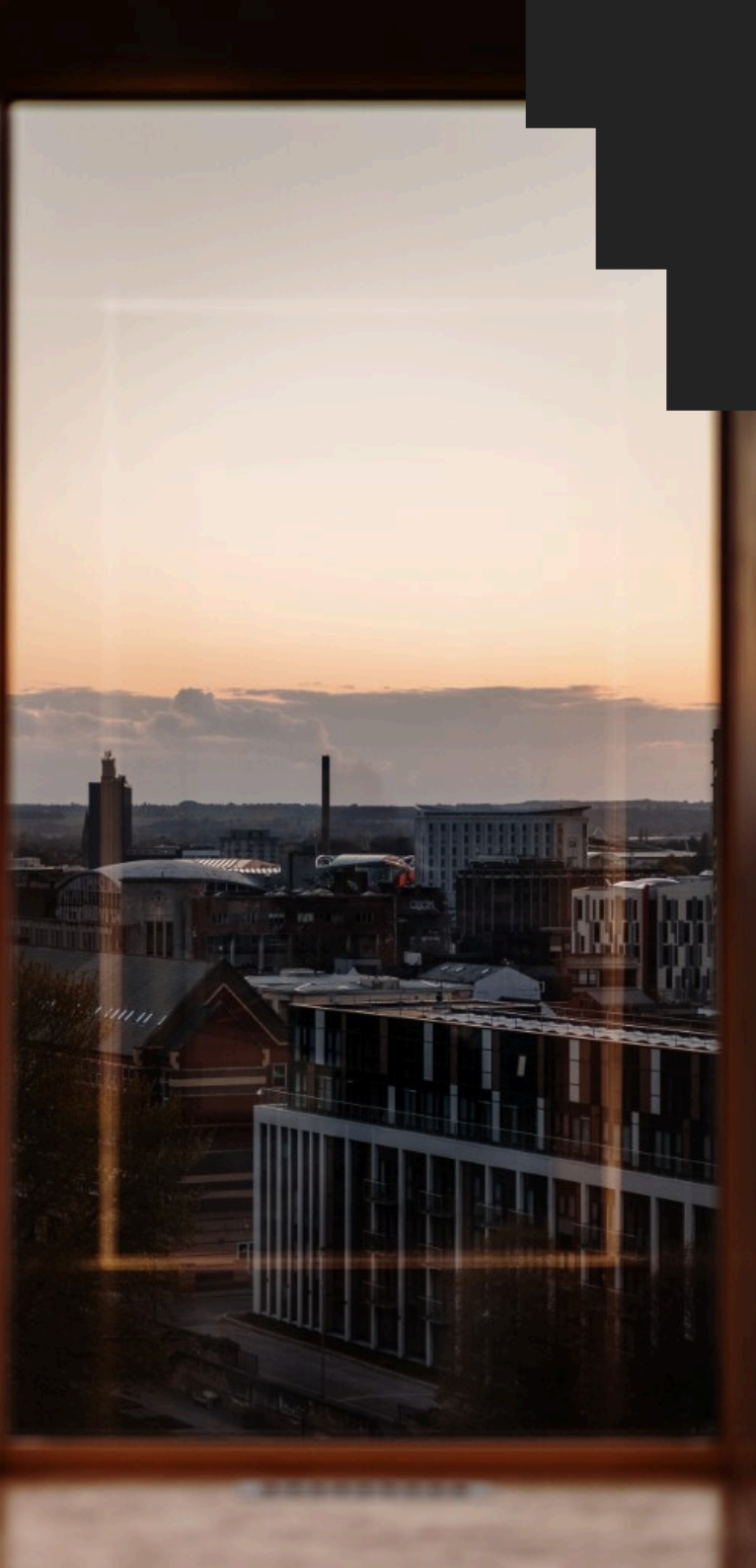
The port city of Hull is surrounded by the rural landscape of East Yorkshire, creating a substantial geography with a rich history of independence and innovation. The region has varying dynamics and demographics, a Europe-facing geography and multi-faceted cultural practitioners and communities. The 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.

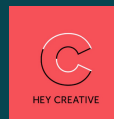
Hull City Council are working on a new cultural strategy and are exploring an application for UNESCO City of Music designation. The Council's Hull Maritime project is an ambitious c.£30m cultural heritage programme to celebrate Hull's maritime connections and its position as Yorkshire's only Maritime 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



@freedomfeshull