



Bristol Beacon

Share in the joy of live music

Trustees



About Bristol Beacon

Bristol Music Trust

Run by Bristol Music Trust, and known as **Bristol Beacon**, we were established in 2011 to run the South West's largest concert hall and promote musical excellence, creative learning and engagement. We announced our new name in September 2020. Bristol Beacon is a symbol of hope and community. A focal point for music and a place of welcome, warmth and light.

Our vision is to unite people through the joy of live music. We achieve this through a diverse programme of inspirational musical experiences, which offers something for everybody and encompasses music of all genres including classical, jazz, folk, world, rock, and pop, as well as local choirs, orchestras, and schools. We have been part of Bristol's cultural heritage for 150 years, hosting some of the world's greatest musicians from The Berlin Philharmonic Orchestra and Rachmaninov to The Beatles, David Bowie, Jimi Hendrix and Queen, Belle and Sebastian and Kraftwerk, and music festivals including Simple Things, Bristol Jazz and Blues and Americana.

In 2018, we embarked on a major capital transformation to create a world-class music venue for the region that is the most inclusive in the UK. Prior to transformation, our artistic programme had grown to 450 events and six major festivals, attracting 300,000 visitors per year. Our visitors come from across the UK and abroad with 65% from Bristol. During closure we partnered with over 30 other local venues to continue to promote a programme of around 300 shows per year in these venues and other interesting locations, which has maintained crucial engagement with audiences and artists, targeting hard-to-reach groups and disadvantaged areas.

As an organisation increasing in national importance, we have developed our creative learning and engagement work on an unparalleled scale. Our specialisms include working with underrepresented communities, including 2,500 young people with disabilities and in care. As the Music-Education-Hub for Bristol, we deliver the National-Plan-for-Music-Education to all children aged 4-18, inspiring 39,000 children in 150 schools, special schools, and youth groups every year. Our community led programme, in partnership with The National Foundation for Youth Music and Paul Hamlyn Foundation, works with children under five from low-income families, adults in social isolation/with dementia, children in care/care leavers and community musicians.

In 2023 we reopened our newly refurbished concert halls in central Bristol with a new Music Education Centre in the cellars. This is a completely new space dedicated to music teaching and incorporating a new performance space aimed at young people and emerging artists.

We have also announced our sustainability commitment to become the first carbon neutral concert hall in the UK.

We achieve our aims through the work of our vibrant and dedicated staff team. We aspire to reflect the city of Bristol and its people; we value individual difference and the importance of staff wellbeing, so that our team can be their best selves at work. Bristol Beacon's commitment to diversity is that we believe that our work will be greater when we are representative of the lived experience across Bristol and the wider region.

A taste of what we do:

<https://www.youtube.com/watch?v=br4S1A1ls9w>

<https://bristolbeacon.org/about-us/>

<https://bristolbeacon.org/make-space-for-music/>

<https://bristolbeacon.org/our-transformation/>

A note from our CEO



Our Trustees will join us as we move into our new world, having opened our transformed £132m concert hall in November 2023 and started to produce a full and diverse music and Creative Learning and Engagement programme.

Change is happening throughout our programme and across our organisational culture.

This commitment covers four key areas of change, our **Transformation Promise** and basis of our 5 year Business Plan.

A truly diverse music programme

Music is what we do. And music is at the heart of life in Bristol. So we want our artistic programme to be as cutting-edge and as diverse as the city we're proud to call our home. We are committed to creating a programme that celebrates and showcases what makes our city special.

Life-long music experiences for all

We want our audience to mirror the diversity of Bristol. We will look at everything we do so everyone can enjoy live music and inspiring life-long learning experiences. From the classroom and the community centre to the concert hall.

Collaboration is at the heart of our work

We want all Bristolians to be proud of their concert venue and this means working closely with Bristol's communities. In the build-up to reopening and from then on, communities will be at the heart of our decision making, ensuring that our work is relevant and representative.

Reflecting the city and its people

A modern, forward-thinking arts organisation represents and reflects the identities and

experiences of all people. By 2025 we will improve workforce representation to mirror the diversity of our local area.

Our post opening world

- We will have over 900 performances each year
- Attract around 390,000 visitors to our spaces
- Generate income of £11.7 million
- Have gross ticket sales of £7.7million
- Have 42,000 children and young people involved in music

Bristol Beacon's Board

Bristol Music Trust (BMT) operates the Bristol Beacon (BB) venues in the centre of Bristol and the Beacon Music Centre (BMC) for music education in Southmead. BMT is a charity and a company limited by guarantee.

We are governed by a Board of 12 Trustees who serve 4 year terms on a voluntary basis. Our Board sub-committees are the Audit, Risk and Resources Committee (ARRC); Creative Learning & Engagement, the Strategic Advisory Group (SAG) and Capital Fundraising Group (CFG).

Board Members are encouraged to and invited to attend Bristol Beacon's events, to support and advocate for us and to gain a good knowledge of Bristol Beacon and what we do.

Board members are required to have the ability to operate as an effective member at formal meetings and to evaluate and have respect for different views. Membership of the Board entails a time commitment. Regular attendance of meetings is necessary. The main Board is likely to meet 4-6 times per year, with additional subsidiary boards or sub-committee meetings as required. Meetings are likely to be in the afternoons, lasting about two hours. In addition there may be an annual full-day strategic planning meeting.

Within the Board membership the Trust seeks to embrace a range of skills, knowledge, interests and experience. This will also need to reflect the demographic diversity of Bristol.

Board members should possess two or more of the skills, qualities and attributes listed in the following section, to contribute to the overall balance of experience needed in the governing body.

Qualities/attributes at an advanced level:

- Love of, and commitment to the promotion of, music in its widest definition
- Commitment to Bristol with influence and a network of contacts in the area
- Involvement with, and commitment to, education and work with young people
- Artistic knowledge and experience - across the arts but especially in music including a local, regional or national network of artistic contacts
- A network of contacts and influence in the private or public sector - at local, regional or national levels

- Ability to assist fundraising and development of the company
- Advocacy and PR experience at senior level in the public and/or private sector
- Understanding of, and change management experience in, the not-for-profit/charitable or business sector

The role of our Trustees

- To provide corporate governance as a Company Director and Charity Trustee.
- To guide and support the work of the company through determining management policy and providing advocacy and networking.
- To contribute expertise to the organisation and its paid staff.
- To ensure all resources are applied for the benefit of the company and the promotion of its activities within the arts.

Key Responsibilities for Board of Trustees

1. To review and develop the mission, aims and policies of the company and provide a framework for realising the mission, aims and policies.
2. To be responsible for ensuring that the organisation works within company and charity law and guidance (e.g. approve annual budgets, appoint and manage paid staff), and fulfils its charitable objects.
3. To attend Board meetings and to read papers prepared for issues considered at these meetings.
4. To serve as required as a member of a subsidiary board or sub-committee of the Board and attend meetings
5. To attend occasional meetings and events on behalf of the company with other organisations in relation to aspects of the work of the company.
6. To attend events directly promoted by the company, especially the Bristol Beacon performance and education programme.
7. To act as an informed advocate for the company and its work, and to contribute specific expertise and give informal advice and guidance to the professional staff.
8. To assist where possible with fundraising and the development of positive external relationships, locally, regionally, nationally and internationally
9. To bring personal experience of Bristol communities to ensure that the Trust delivers equality of opportunity in its employment, business and artistic activities to all local residents.

Professional qualifications and/or substantial experience are required for Board Members in:

- Leadership (private or public sector)
- Finance and accountancy
- Marketing and fundraising
- Legal affairs
- Education and outreach
- Artistic performance, programming and planning, especially in music
- Arts administration/management



Our Senior Management Team

Our Senior Management Team (SMT) consists of the Chief Executive and eleven senior managers. The team are responsible for implementing the Bristol Beacon vision and strategy across their individual departments, and take an overview of the day to day running of Bristol Beacon and Creative Learning & Engagement.

The team meet on a fortnightly basis to discuss strategic issues, review activities, and deal with any significant matters that arise. The team report regularly to the BMT Board of Trustees, and the Chief Executive, Chief Operating Officer, Artistic Director, Director of Creative Learning and Engagement, Director of Communications and Director of Fundraising attend all Board meetings, though other SMT managers may be required to attend from time to time.

Recruitment Process for Board Members

Board membership of the Bristol Music Trust (BMT) will be advertised for and recruited through an open and publicly accountable process in line with BMT recruitment policy.

Those interested in taking on the role of Board member are invited to read the Role Description for the Trustees and Terms and Conditions below, and complete the Board of Trustees application form.

A panel drawn from BMT, will shortlist, considering written submissions against the essential criteria within the Job Description and will invite chosen candidates for interview. Observers may also attend.

Successful applicants will be invited to join for the following 4 years.

Terms and Conditions

The Board of the Trust is made up of 12 members. All members of the Board serve in an individual capacity. Board members may have a range of other interests but are not appointed as direct representatives of any other organisation or interest group; they have a legal duty to support the work of the Trust rather than to act narrowly as representatives of a particular sector.

The term of office of Board members (including the Chair) is 4 years, renewable for one further four-year term.

The Trust is established as a limited company and a registered charity. Board members are both directors of the Trust under company law and trustees of the Trust under charity law.

In order to ensure that Board members can comply with their duties as company directors and charity trustees, the Trust's articles will provide a framework for the identification and management of conflicts of interest, which it is proposed will be supplemented by a policy on conflicts to be adopted by the Board.

Applicants should consider carefully if they can see that a conflict of interest is likely to arise, for example, if they run or Chair an organisation that may be in negotiation with the Trust.

Board members need to be able and willing to give time to the efficient administration of the Trust and the fulfilment of its mission, aims and policies. Board members are unpaid, but the Trust will determine the reimbursement of any reasonable expenses for Board members.

Applicants should note that the Charities Act 2011 disqualifies any person who:

- has an unspent conviction for an offence involving deception or dishonesty; or
- is an undischarged bankrupt; or
- has previously been removed as a trustee of a charity by the Charity Commission or the Court; or
- is subject to a disqualification order under the Company Directors Disqualification Act 1986

from acting as a charity trustee. Applicants will confirm that they are eligible to act as charity trustees.

Applicants should also note that the Trust may in certain circumstances require Board members to obtain an enhanced DBS disclosure.

Bristol Beacon recognise, respect and value individual difference. We are committed to the wellbeing of our staff and to being an Equal Opportunities employer and attracting diverse talent from sections of the community currently underrepresented in the culture sector to help us to develop a more diverse workforce.