

Trustee Recruitment Pack



Community Performance participants, photo Maria Malone & Trevor Green



About us

Movema is an award-winning, women-led, community dance charity, creating inclusive artistic and participatory world dance work to celebrate diversity, tackle inequalities, support healing & unite communities.

In line with the principles of its founding members, a group of four women from diverse cultural backgrounds, and to best serve our core communities, Movema are committed to ensuring global majority women are always represented at senior leadership level.

In consideration of this aim, for this role particularly encourage applications from women of the Global Majority.

At the centre of our company and our work remains our commitment to share and celebrate our culturally diverse dances in safer spaces, to create excellent work with a wide reach, spreading our message of unity and reaching out to transform the lives of those most in need through the power of world dance.

We work in partnership across the North West and South West to strengthen the dance ecology, especially in the area of cultural diversity and representation.

Movema want to provide deeper, more meaningful and impactful work with lasting effects for artists, participants and audiences.



Movema's success over the past 15 years is due to the companies' ability to adapt and innovate and it is with this attitude and ethos that we launch into this new financial year and chapter of our company. We have exciting new plans to take the organisation forward and confidence that we have built a strong structure to thrive in this challenging environment.

* 'Global majority' may refer to people who identify as Black, Asian, Brown, Latinx, dual-heritage, of multiple ethnic heritage, indigenous to the global south, and /or have experienced discrimination based on the colour of their skin, or ethnicity.



About Our Board of Trustees

Movema's Board of trustees consists of up to ten people, bringing together diverse experience, skills and knowledge to work collaboratively to provide governance. The Board is supported in this, by the designated Chair or Co-Chairs, Treasurer and the Executive team (see our website for more information about us). We are currently looking to appoint up to three trustees.

This is a four-year appointment, unremunerated, with access costs and reasonable expenses covered.

The Board of Trustees is responsible for ensuring that Movema meets our responsibilities as a charity and limited company through delivering our mission. Trustees provide strategic oversight and governance across people, finance, delivery and compliance, overseeing and supporting the Executive and wider staff, freelance and volunteer team to deliver our vision and mission, ensuring our values are embedded in everything that we do.

In return, we provide the opportunity to be involved in a vibrant arts charity, to dance (although optional!) and ongoing training and development opportunities.

We are seeking interest from people with a commitment to and interest in our work and we welcome approaches from those considering their first trustee role as well as those with experience.

We welcome applications from individuals with skills in all areas of the arts and business sectors.

Experience of the following would be particularly welcome to compliment our collective skillset;

- Fundraising
- Dance & Performing Arts
- Business Development
- Marketing



Trustee Role

Movema's Board of Trustees (the Board) is legally responsible for;

- Ensuring Movema is carrying out its purposes for the public benefit
- Complying with our governing document and the law
- Acting in the charity's best interests
- Ensuring our charity is accountable
- Managing your charity's resources responsibly
- Acting with reasonable care and skill



Movema events, photographers Kiara Mako, David Leeke, Trevor Green



Trustee Duties

Board members have a collective responsibility, meaning (even when decision making is delegated), trustees act as a group and not as individuals. Within this, you are responsible to;

1. Determine the overall direction and development of the charity, by setting the strategic direction and plan, organisational policies, budgets and ensuring targets are set and performance is monitored.
2. Oversee financial plans and budgets and monitor and evaluate progress.
3. Ensure that key risks are identified, monitored and controlled effectively.
4. Review and approve Movema's financial statements.
5. Provide support and challenge to the Executive team in the exercise of their delegated authority and affairs



6. Contribute to regular reviews of Movema's own governance.
7. Attend Board and other meetings, adequately prepared to contribute to discussions.
8. Use independent judgment, acting legally and in good faith to promote and protect Movema's interests, to the exclusion of your own personal and/or any third party interests.
9. Contribute to the broader promotion of Movema's objects, aims and reputation by applying your skills, expertise, knowledge and contacts.

About you:

1. Commitment to our vision, mission and values.
2. You bring enthusiasm, honesty and integrity.
3. Willingness and ability to understand and accept your responsibilities and liabilities as a trustee and to act in the best interests of the charity.
4. A strong personal commitment to equity, diversity and inclusion.
5. Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
6. You encourage and support team working, problem solving, are confident to ask the difficult questions and able to be effective in collaborative decision making
7. Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
8. You understand the communities we serve
9. You will have experience, knowledge and skills in at least one of the following areas
 - Fundraising
 - Dance & Performing Arts
 - Business Development
 - Marketing

Time Commitment

- Trustees are expected to attend the quarterly Board Meetings, an AGM and an annual away.
- In addition, Trustees normally serve on one of our Board subgroups which also meet quarterly.
- Trustees will need time to familiarise themselves with papers in advance of meetings, and attend some short training such as Safeguarding.
- There is also the opportunity to support with specialist areas and tasks including staff recruitment.
- Trustees are encouraged to represent the Charity at various public events and meetings with key stakeholders.



Terms of Appointment

This is a four-year appointment with board members eligible for two consecutive terms of four years before retirement. The role is unremunerated, with access costs and reasonable expenses covered.



Diversity

Diversity is in-built at the core of our business and everything we do and we consider 'Diversity' in its widest sense.

Movema is committed to ensuring our governing body reflects the diversity of the communities we serve. We actively seek Trustees to reflect a multitude of experiences and backgrounds and encourage applications from ethnically diverse backgrounds, LGBTQIA+ people, people with disabilities, other protected characteristics and those from working class backgrounds, currently underrepresented in high level arts roles.

We particularly encourage applications from individuals who identify as;

- Having Lived Experience of racism and/or other barriers that have impacted their ability to achieve their career potential.
- Being from the: African, South Asian, East Asian and/or Southeast Asian diaspora; Global majority – this includes but is not exclusive to people of Middle Eastern, Arab, Latinx, Jewish, Romany and Irish Traveller heritage;
- Women;
- Being from low socio-economic backgrounds;
- Experience of seeking refuge or migration;
- LGBTQIA+ community;
- D/deaf, disabled / Neurodivergent,



Photographer, David Leeke



How to Apply

Please send the following to info@movema.co.uk;



CV



Covering letter saying why you're interested in the position



Complete online: [Equal Opportunities Monitoring form](#)

Informal conversation 5.30-7.30pm, Thursday 15th & 22nd May 2025. (in-person/ Zoom) Please email info@movema.co.uk to request a slot.

Application Closing Date Midnight, Thursday 2nd June 2025

Board Meeting for invited applicants 5.30-6.30pm Thursday 12th June (Zoom)

Applicants Notified by 17th June 2025

For further information please visit the website: <https://movema.co.uk/co-chair-and-trustees-of-the-board-2025/>