

**Recruitment Pack:
Chair of Trustees | January 2023**

Blue Cabin

Recruitment Pack: Chair of Trustees

Our mission:

We nurture meaningful relationships between care-experienced individuals, and the people and organisations who are part of their lives. Creativity is at the heart of all that we do.

Our values:

- We believe in care and kindness at the heart of everything we do, and we do this through valuing and supporting participants, staff, freelancers and partners.
- Creativity is at the heart of all we do. Creativity is central to our work with people and has the power to connect individuals, develop relationships and change lives for the better.
- We believe in healthy, creative, transparent partnership working. We do this through being open to learning, and working with people and organisations through listening and being open to new ideas.
- We believe in honesty and we reflect this by being truthful, fair and genuine with everyone we work with.
- We believe in asking questions, listening and learning alongside everyone we work with. We are comfortable to be challenged and challenge others.
- We believe in the value of investing in our team, through our approach to training, supervision, reflection, support and fair pay.

Introduction: the story so far

Blue Cabin nurtures meaningful relationships between care-experienced people (CEP) and the people and organisations in their lives. 'People' includes trusted adults including foster carers, family members, social workers, key workers and artists. 'Organisations' includes local authorities, schools and charities.

We're the only creative charity in England that focuses all of its work on CEP. By 'care-experienced' we mean a child or young person who is being cared for by their local authority, known as a 'looked-after child'. They might be living in a children's home, or with foster parents, or in some other family arrangement.

We see the creative potential in every CEP. Through our creative work we support them to develop positive relationships and express their desires and hopes for the future.

Our cross-art form **Associate Artists** are experts in working with CEP and the adults in their lives. They facilitate activities and interventions which support CEP to express themselves, develop confidence and agency, build trust in others, and increase their skills and knowledge. Our online and face-to-face opportunities include stand-alone creative days, 1:1 mentoring, accreditation opportunities and long-term projects.

Blue Cabin was established in 2016 by Director **Jenny Young** as a Community Interest Company following the successful delivery of Arts Council England funded project, Head Heart Hands Darlington, bringing together the Local Authority and arts organisations to develop and deliver a year-long creative programme for care-xperienced children and young people and the adults in their lives.

In 2021 Blue Cabin converted to a Charitable Incorporated Organisation (CIO) and we now have six Trustees including our outgoing Chair, Adam Kent.

Due to Adam relocating to Bristol for a new senior role, he will be stepping down as Chair of Blue Cabin but remaining as a Trustee of Blue Cabin CIO.

Since 2017 Blue Cabin has:

- Engaged **900** CEP in innovative creative activities and programmes, alongside **900** of their trusted adults.
- Trained **170** artists in areas such as trauma, attachment, recovery and social pedagogy.
- Trained **1,000** Local Authority staff and foster carers in areas such as creative approaches to participation, trauma, recovery and attachment.
- Directly influenced changes to policy in three North East Local Authorities.
- Increased our annual turnover from £19k to **£667k**.
- Worked with funders including Esmee Fairbairn Foundation, Segelman Trust, Tyne and Wear Community Foundation, Arts Council England, The National Lottery, the Department for Education, Local Authorities, County Durham Community Foundation, The Raine Foundation, Gateshead Clinical Commissioning Group, Youth Music, Adoption Support Fund, Creative Darlington and What Works Centre for Social Care.
- Contributed to and been cited in the All Party Parliamentary Group (APPG) for Looked After Children and Care Leavers.

Blue Cabin exists to influence system change with, for and alongside CEP. We believe it is a human right for all CEP to take part in arts and culture and to experience safe, creative experiences alongside people in their lives. We always work in partnership with organisations and CEP to create spaces for CEP to share their lived experiences safely, in order to meaningfully influence system change. We prioritise learning and are constantly curious about the

effectiveness of our work - we have a responsibility to share what has worked, what hasn't and why to inform national practice and policy.

You can read more about our various projects, partnerships and activities [here](#).

What people say about Blue Cabin

"[The programme has] made me realise my worth."

Young person

"Blue Cabin are artistically ambitious, farsighted, practical, they plan thoroughly, deliver successfully and scrutinise and adapt their methodology to best serve people. I applaud their organisational resilience, adaptability and capacity to sustain positive partnerships with local authorities in the region. Blue Cabin have contributed to valuable research around, and are a fantastic advocate for, the role of creativity in the lives of those with experience of the care system."

Stephen Wiper, Creative Darlington Manager

"I have seen my young person blossom in his creative ability; he has grown in confidence and soaks up experiences like a sponge. It has widened his understanding of the 'arts' and made him more keenly aware of his surroundings and appreciate that creativity is all around us and enhances our lives. As for me, it has helped me take a new look at what it means to be creative, given me the tools to mentor arts activities, build positive relationships and above all have FUN."

Foster carer

"It (taking part in a Creative Life Story Work project) did make our relationship stronger. He has now got a very strong attachment with me which we did not have before and so that has been really good. He trusts me and he knows I will keep him safe."

Carer

Blue Cabin has 'provided spaces through artistic and creative methods which shifted the narrative and placed the agency with the care-experienced individual'.

Looked After Children and Care Leavers APPG

"[Child] is really enjoying the sessions, she has engaged in this much better than we thought....For many reasons these sessions are beneficial, even if it's just to highlight to the children they are not on their own and are deserving of some attention. She looks forward to the sessions every week."

Foster carer

"I have seen the impact that the project has had on both young people and staff. This is really important. Staff and young people have loved it."

Residential home manager



Our team

We work with a dedicated, caring and skilled and close knit team. We believe in care and kindness at the heart of everything we do, and we do this through valuing and supporting participants, staff, freelancers and partners.

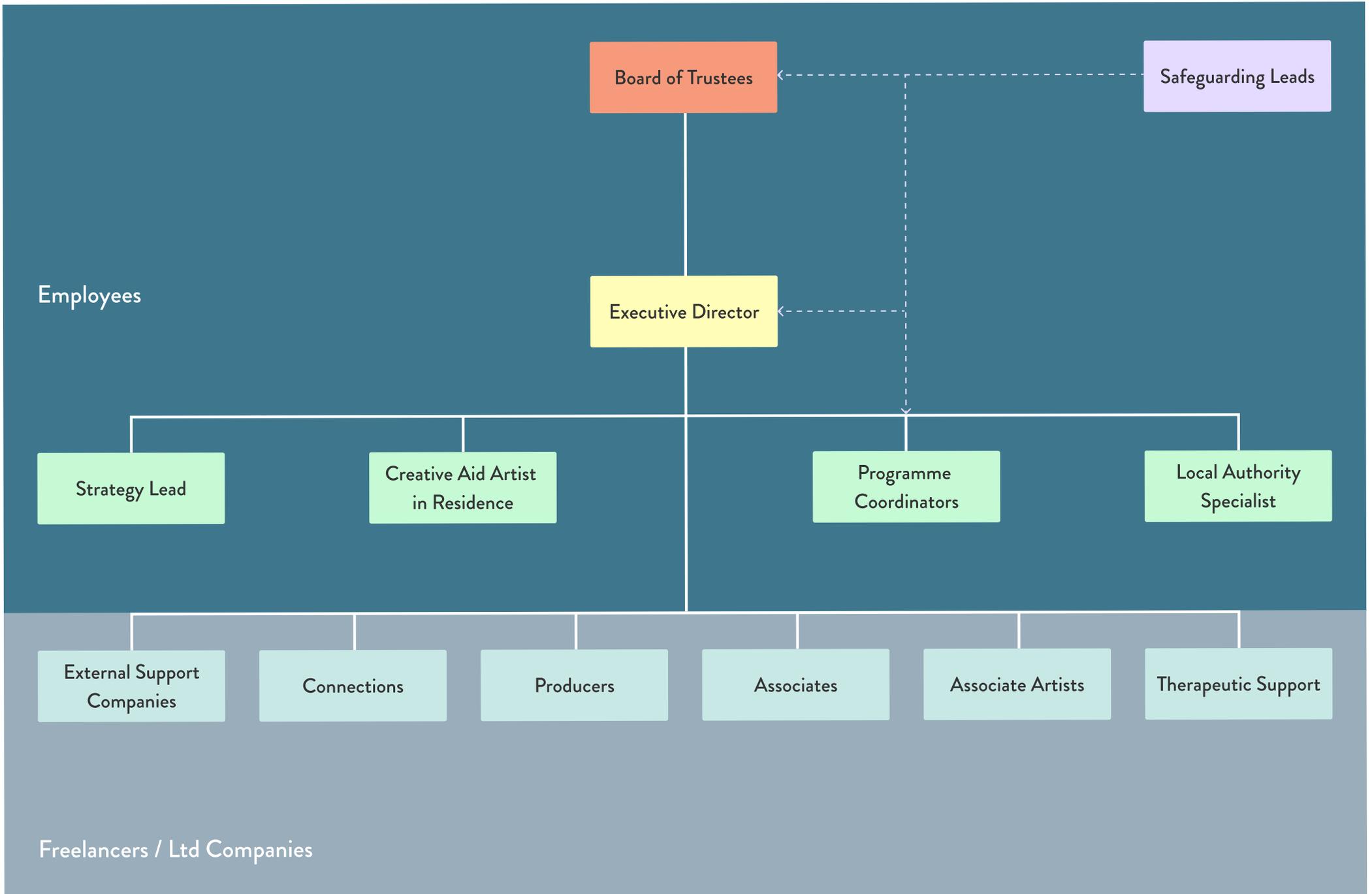
We employ six people - our Director (full time), two Programme Coordinators (one full time and one part time), a part time Strategy Lead, a part time Local Authority Specialist and a part time Creative Aid Artist in Residence. We call this group of people our 'core' team. This team size flexes depending on the size of the programme and we bring in associates with specific skill sets as and when required.

We have a team of three freelance associate project managers and eight freelance associate artists. We retain the services of four further freelancers specialising in marketing, media and communications, and therapeutic support for our team. In addition, we are supported by Supanaught for our design and branding, Duncan HR services for our HR function and Ribchesters for our accounts.

We all work remotely and are based across the North East, North Yorkshire and London and our core team meets every week, via Zoom, for conversation, planning, laughter and reflection.

In late 2022 we had our first core team face-to-face away day and we plan to repeat these twice a year going forward.

On the next three pages is a diagram showing the structure of our organisation and a bit more information about each member of the team:





Amy Armstrong, Programme Coordinator:

Amy is a project coordinator with skills built up over 20 years working in various different arts, education and community settings. During her career she has led on the coordination and delivery projects ranging from a children's choir to adult residential training weekends, and has been privileged to work with some wonderful people in some inspiring venues such as London's Barbican Centre and the Sage Gateshead. Amy is a keen swimmer and cyclist, and also has a passion for gardening, all of which have developed as a complete surprise in adult life! Amy is also a musician at heart, and enjoys finding opportunities to sing and play the flute wherever possible. Amy is a Blue Cabin employee who works part time (four days per week).



Dawn Williams, Strategy Lead:

Dawn is a highly experienced facilitator and trainer with over 35 years' experience of working in the cultural sector. Dawn is passionate about the power of arts to transform lives. Founding member of Riverside Associates, she regularly collaborates with other colleagues to design and facilitate global, national and regional learning programmes, company away days and workshops. Dawn is a lead trainer and licensed provider of ToP Facilitation Training for ICA:UK. She creates an atmosphere where the focus is on participation, and where everyone can bring their own experience and have their voices heard. Dawn is an employee who works part time (one day per week) for Blue Cabin. Dawn also works as a Blue Cabin freelance Associate on certain projects.



Gloria Raine, Programme Coordinator:

Gloria is an experienced project and events coordinator, with over 10 years' experience working in the arts. Trained in Arts Event Management – Creative Apprenticeship Level 3, she has worked in various roles with a focus on learning and development. She loves working in the arts sector and seeing the joy projects and events can bring to people. She loves working with young people, enabling them to develop their skills, spark enthusiasm, and realise their potential. For Blue Cabin Gloria also deals with finance and HR, dealing with invoices, issuing contracts, and working on policy updates. Gloria loves working for Blue Cabin on various projects and events whilst developing her skills along the way. Gloria enjoys music and juggling her time between her diva of a dog, her niece, and her nephew. Gloria is an employee who works full time for Blue Cabin.



Jane Gray, Associate:

Jane has worked in the arts for over 20 years, beginning her career at The National Theatre in London. She specialises in participation with children and young people, and loves seeing their skills and confidence develop through the arts. She is an Arts Award Trainer and Moderator with Trinity College London, and is part of the Support Panel for Arts Award Advisers in the North East. She also works with Customs House and Culture Bridge North East, supporting their Arts Award Strategic Programme. She loves gardening and a good period drama. Jane is a freelancer and leads on a number of projects including **Creative Aid** and **Arts Award**.



Jenny Young, Director:

Jenny is the Founder and Director of Blue Cabin. She has over 20 years of experience in working in both Local Authority and cultural sectors and has extensive knowledge and interest in care-experienced communities. Jenny led on the creation of the Beyond the Mainstream national strand of Sing Up, the national campaign for primary aged singing. She also led on developing the accessible learning strand of Sage Gateshead's Creative Learning programme before setting up Blue Cabin in 2016. Jenny is proud to be from the North East and is passionate about connecting people, communities and organisations to find new ways to build relationships, placing creativity at the centre of this process. She is a proud mam and is most happy walking with her dog, or in the garden. Jenny is a Blue Cabin employee who works full time.



Joanne Stoddart, Local Authority Specialist:

Joanne is an experienced children's social worker and manager, with almost 25 years' experience working in Local Authorities. She has held various roles from children's social worker to head of service, all within statutory children's services, with significant direct experience of working with care-experienced children and young people. Joanne has been involved in our **Creative Life Story Work** project over the past three years, and has worked closely and collaboratively with Blue Cabin throughout. When not working Joanne enjoys spending time with family and friends, and stays busy with her many interests! Joanne is an employee who works one day per month for Blue Cabin.



Lucy Ridley, Associate:

Lucy is an experienced Event Manager, Performer and Educator with over 20 years' experience. Children and young people have always been central to Lucy's work and she is passionate about working on and supporting cultural opportunities in her community. When not spinning plates or creating spreadsheets (Lucy does love a spreadsheet) you will find her performing, often in historical settings. Lucy says her most creative and exhausting job is being a mam to two inspiring, feminist daughters, who remind her what a wonderful world we live in! Lucy is a freelancer and leads on a number of projects including **Cool Things Darlington**, **This is The Place**, and **The Studio of Fostered Heroes**.



Nic Golightly, Creative Aid Artist in Residence:

Nic is an experienced graphic designer and visual artist with a predominantly participatory practice. She is also a co-director of artist-led arts organisation, Navigator North. Her work specialises in playful techniques for engagement and creative development, with collaboration and co-creation essential to its success. Nicola's work as a Blue Cabin Associate Artist has further expanded her practice and experience of working with care-experienced children and young people from all walks of life. She is also an avid fan of graph paper and making things out of cardboard.

You can find out more about our fantastic team and our Associate Artists [here](#).

Our associate artist collective

From puppetry to print-making, Blue Cabin's team of Associate Artists all specialise in using their artistic practice to help improve the lives of care-experienced children and young people. We've been working with this wonderful group of people for several years now. We're incredibly proud to work alongside them and have them as part of the Blue Cabin team.



Alison McGowan



Elena Miller



Lisette Auton



Michelle Wood



Nic Golightly



Pady O'Connor



Paul T Murray



Ruth Mary Johnson

Trustees overview

“I love being involved with an organisation that has so much care at the heart of what they do. This isn’t just care for the young people they work with but also for the staff that deliver the work.”

Ryan Humphrey, Trustee

“I love working with a team of people who are committed, talented and good fun to be with.”

Catherine Hearne, Trustee

We are supported by six experienced, committed Trustees including an HR Director for the NHS National Business Services; a care-experienced Engineer (under 25); a former BBC News Executive and Trustee at Together for Children; Director of Learning at Bristol Beacon; an experienced Early Years Musician and Singer Songwriter; and a Community Musician and PhD Researcher.

Our trustees meet a minimum of four times per year, with an additional two away-days per annum.

Our Trustees are responsible for Blue Cabin’s mission, strategic direction and governance. The Board of Trustees is also duty-bound to ensure that the charity complies with all legal and statutory requirements.

We operate under the Charity Commission’s model constitution. Our stated object in our governing document is:

“To relieve the needs of care-experienced children and young people anywhere in the UK by influencing policy, carrying out research and providing access to creative experiences, to help them to gain skills, increase in confidence, build stronger relationships and improve their lives for the public benefit.”

We were established as a Community Interest Company in 2016 and transitioned into a CIO in 2021. We were awarded CIO status by the Charity Commission on 13 July 2021.

Please [find a link here](#) to our CIO governing document.

On the next page is a bit more information about each of the trustees of Blue Cabin:



Adam Kent, Outgoing Chair:

Adam is an experienced senior manager within the arts and culture sector. He is committed to nurturing creative practice, empowering others and supporting entrepreneurial flair. Adam is currently the Director of Creative Learning and Engagement at Bristol Beacon, a previous Director of Learning and Engagement at The Lowry in Salford and Senior Manager at Sage Gateshead. In his spare time, Adam is passionate about making music with others.



Catherine Hearne, Trustee:

Catherine has worked in education, the media and the arts. She is a former BBC News Executive and NPO CEO, Director of Together for Children in Sunderland, Trustee for Changing Lives, and Chair of Culture Bridge. She's passionate about supporting children and young people to explore their worlds with artists, creatives and makers. Catherine has very happily lived in different regions across England over the last 40 years and is now delighted to be back in her native North East. She loves big cities and wide open spaces both in the UK and beyond.



Eleanor Mooney, Trustee:

Eleanor is an experienced musician, community musician and project manager specialising in vocal delivery and family learning. She has led the Loud and Clear project at Sage Gateshead since 2009 using the Artist Pedagogue Learning Framework to underpin all activity, working with foster families, adoptive families, young carers, families on the edge of care and more. Eleanor is committed to using music as a tool for fun, engagement, confidence and enriching relationships and therefore feels very privileged to be working with Blue Cabin. In her spare time, Eleanor sings, writes and plays uke in her band FIKA and goes on adventures of all sizes with her young family.



Mark Dibble, Vice Chair:

Mark is passionate about helping people reach their potential. He's HR Director for the NHS Business Services Authority which is part of the NHS and provides critical services to the NHS, patients and the public. Mark leads on the development of people and creating a great place to work and grow. He also has his own coaching business supporting people to be their best. Mark is proud to be from the North East and lives locally with his wife and son. He loves spending time with his family, travelling and walking with his dog in the countryside.



Ryan Humphrey, Trustee:

Ryan is an experienced community musician, PhD researcher and community arts lecturer. As a community musician Ryan works for several organisations in the North East of England, including Sage Gateshead where he is the project leader for the Youth Music-funded Loud and Clear programme, working with foster and adoptive families across the North East. His PhD explores community music and its interrelation with cultural policy, through examining the practices and language used by community musicians, cultural institutions and funding bodies. Ryan is passionate about providing opportunities for young people in the care system to engage in arts and cultural activity. In his spare time, Ryan enjoys spending time with his fiancée Natalie, Chocolate Labrador Bailey and his tortoise Arthur.



Sedil Kilic, Trustee:

Sedil has an undergraduate degree in Civil Engineering and just completed her Master's degree at Imperial College London. She has volunteered at various charities whose activities have included supporting young people and facilitating with schools and families. Sedil has personal experience of the care system and is motivated to make a significant contribution to Blue Cabin, along with being an advocate to raise awareness, empower and support young people in care to obtain important creative skills. Sedil would like to work towards a future where care leavers are encouraged to succeed, free of stigma and are treated as equals amongst their community. In her free time, Sedil visits her local church and spends time with her church community. Some of Sedil's many passions are baking, football, gardening and reading.

Terms of office

We expect initial terms to last three years.

Access requirements

If you have any access requirements in terms of submitting an application or attending an interview, please let us know. We aim to meet everyone's access requirements.

A commitment to safeguarding

Blue Cabin believes that all children and young people have the right to grow up in a safe and caring environment, which includes the right to protection from all types of abuse. They have the right to expect that adults in positions of responsibility do everything possible to uphold these rights. The successful candidate will be required to have a DBS check to an appropriate level.

Equality, diversity and inclusion

Blue Cabin is committed to encouraging equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences will bring valuable insights to the workplace and enhance the way we work. We aim to be an inclusive organisation, where diversity is valued, respected and built upon and aim to recruit and retain a diverse workforce that reflects the communities we serve.

Remuneration / expenses

Trustee posts are unremunerated, but reimbursement is made for all reasonable expenses in the discharge of Trustees' duties on behalf of Blue Cabin.

Chair recruitment process

Interested in finding out more?

1. Briefing sessions

- Option 1: 1 February, 12.00 - 12.45pm
- Option 2: 10 February, 10.15 - 11.00am
- Option 3: 17 February, 11.00 - 11.45am

To book your place and request a Zoom link please email Amy Armstrong: amy@wearebluecabin.com

2. For an informal and confidential discussion regarding the role, please contact amy@wearebluecabin.com who will organise a conversation with our current Chair, Adam Kent.

3. We would also be happy to organise a conversation with the Director, Jenny Young, should applicants find that useful prior to application. Please contact amy@wearebluecabin.com to request this.

Keen to apply?

You can tell us about you and your experience, and how this would be of value to Blue Cabin and its future in one of the following ways:

- A letter (no more than five pages long)
- A CV
- A video or audio message (five minutes long)
- A PowerPoint presentation (no more than 15 pages long)
- Any other way you choose

Send this information to amy@wearebluecabin.com by **12pm on Friday 24 February**.

Please include the names of two referees you would be happy for us to contact within the email.

Next steps

We will be in touch by the end of the day on **Wednesday 1 March** to let you know whether we would like to take your application to the next stage.

If your skills and experience are what we're looking for we will invite you to a virtual conversation via Zoom with the Chair (Adam), our Director (Jenny) and our Vice Chair (Mark) in the week of **6 March** with potential further in person conversation in the week of 13 March. We anticipate the in person conversations taking place in Newcastle and lasting no more than half a day.

Appointments will be made subject to satisfactory references and a declaration of any interests you hold. Trustees are also required to have an Enhanced DBS check for the child workforce. If you don't already have a DBS certificate this can be arranged through Blue Cabin.

We look forward to hearing from you!

www.wearebluecabin.com