

PIE FACTORY MUSIC



SEEKING TRUSTEES 2024



Message from the Chair



I am delighted that you are interested in joining Pie Factory Music as a Trustee. This is an exciting time to consider joining our team as we look to the future and continue to make a real difference to the lives of children and young people.

The district of Thanet, where Pie is based, faces some of the biggest challenges of the county. Thanet is the most deprived local authority in Kent according to the Index of Multiple Deprivation 2019 - the official measure of relative deprivation for small areas in England (1) - with the worst outcomes for children and young people's mental health and wellbeing.

Our mission is to deliver a range of services for young people that are creative, empowering, and offer support to overcome the deprivation they face.

Pie Factory Music is extremely grateful for the contribution and support of its Board of Trustees and values the diversity of skills, ideas, and lived experience that each member brings.

We're looking for people who can challenge constructively, who are willing to learn, and who want to drive our vision and mission forward. We are also keen to hear from people who may not have considered applying to become a Trustee before.

This Trustee recruitment pack provides further information about who we are, the challenges that we are currently facing, and information about the vital role that our Trustees play at Pie.

Yours Sincerely,
Mike Fagg
Chair of the Board of Trustees

1. The Index of Multiple Deprivation (IMD) combines information from the following seven domains to produce an overall relative measure of deprivation: income deprivation; employment deprivation; education, skills and training deprivation; health deprivation and disability; crime; barriers to housing and services; and living environment deprivation.

Vision & Mission



We believe in a world where every young person has a good quality of life with equal access to creative opportunities and a community of support.

Pie Factory Music exists to provide creative opportunities and a community for young people through youth work, music and creative arts, pastoral support and sector development.

Since our conception as a charity in 2002, we have distilled our approach and methodology in order to meet the needs of the young people we exist to support.

Our approach combines youth work, music and creative arts and pastoral care. We have seen the impact of embedding these practices to offer holistic support for young people.

Despite an increase in understanding and recognition of the value and impact of youth work and music in recent years, designated spaces for young people to hang out and be creative are under threat. We exist to provide these holistic opportunities to as many young people in East Kent as possible and to advocate for this approach more widely.

We provide creative programmes and support to enrich and empower young people to develop personally and socially, as well as musically. We work particularly with those who don't get to make music or access great youth work because of who they are, where they live or what they're going through.

We campaign alongside young people to advocate for those who are missing out, to improve services and to drive change in youth work and the music industries.

Who we work with



We work with children and young people aged 8-25 living in East Kent, who face challenging life circumstances, such as those in care, those who face emotional and social difficulties, and young asylum seekers and refugees.

Achievements



55,000

Young People Seen



5.6 million

Funding Raised



180,000

Sessions Delivered

Each year we engage around 1,500 young people through centre and street-based sessions.

We also offer:

creative interventions | free counselling, psychotherapy & art therapy | bespoke workshops | training, development and consultancy | equipment and venue hire

The challenge

For the last decade, Pie has been commissioned by Kent County Council to deliver open-access youth services across the districts of Thanet and Dover. However, as part of the latest restructure of children and youth services in the county, the council has decided to de-commission these services going forward. The contracts and the investment ended on the 31 March 2024, and now Pie and the other commissioned providers are in the early stages of envisioning what a Kent-wide youth offer looks like as a new partnership.

We have been preparing ourselves for the end of the financial security that these long-term contracts have provided for us, and are now transitioning to a more diverse process of income generation including consultancy, corporate fundraising, and community support. While we are confident and optimistic about the opportunities this transition brings, we need to lean into our community and come up with some creative solutions to ensure our financial stability for the future.

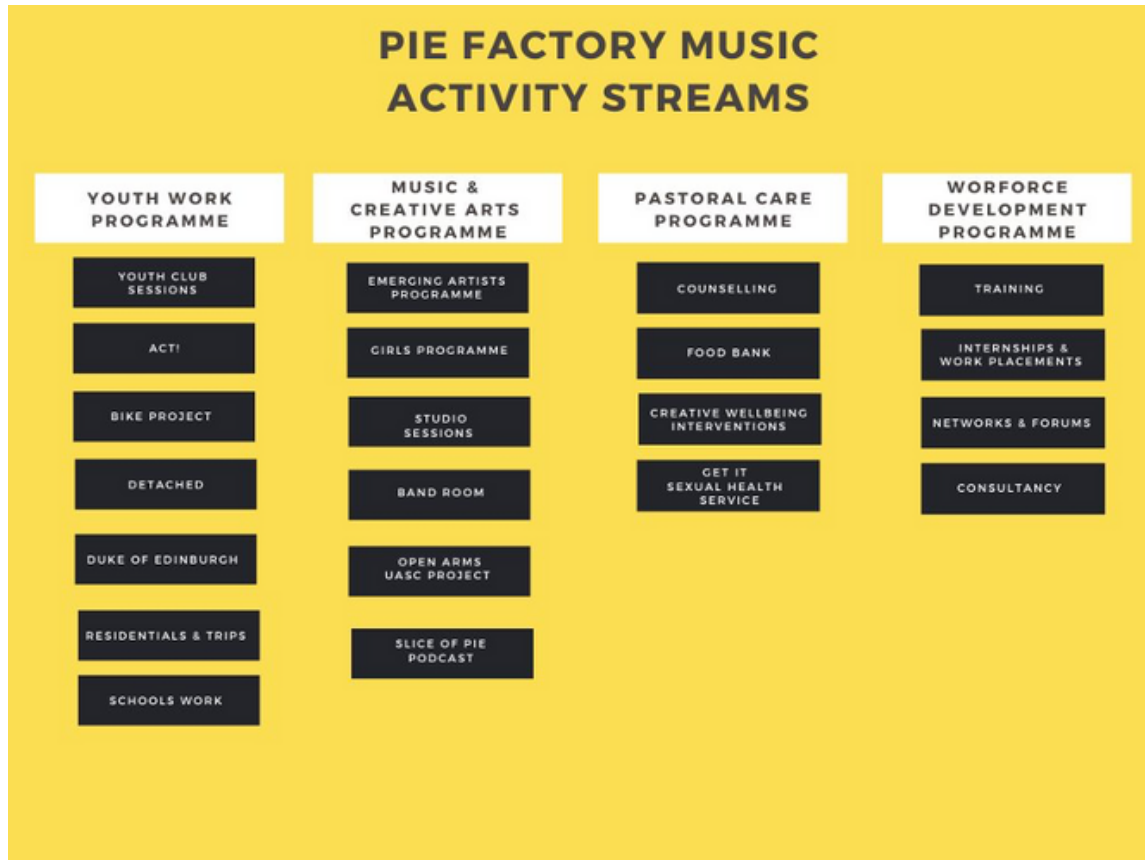
Our ambitions are to:

- Continue to provide our core programme of work so that more young people have equal access to creative opportunities and a community of support.
- Empower young people to make decisions and effect change.
- Increase the profile and influence of Pie so that new and existing stakeholders support us in our mission.
- Inspire healthy organisational culture so that we can help to future-proof services which support young people and future generations.

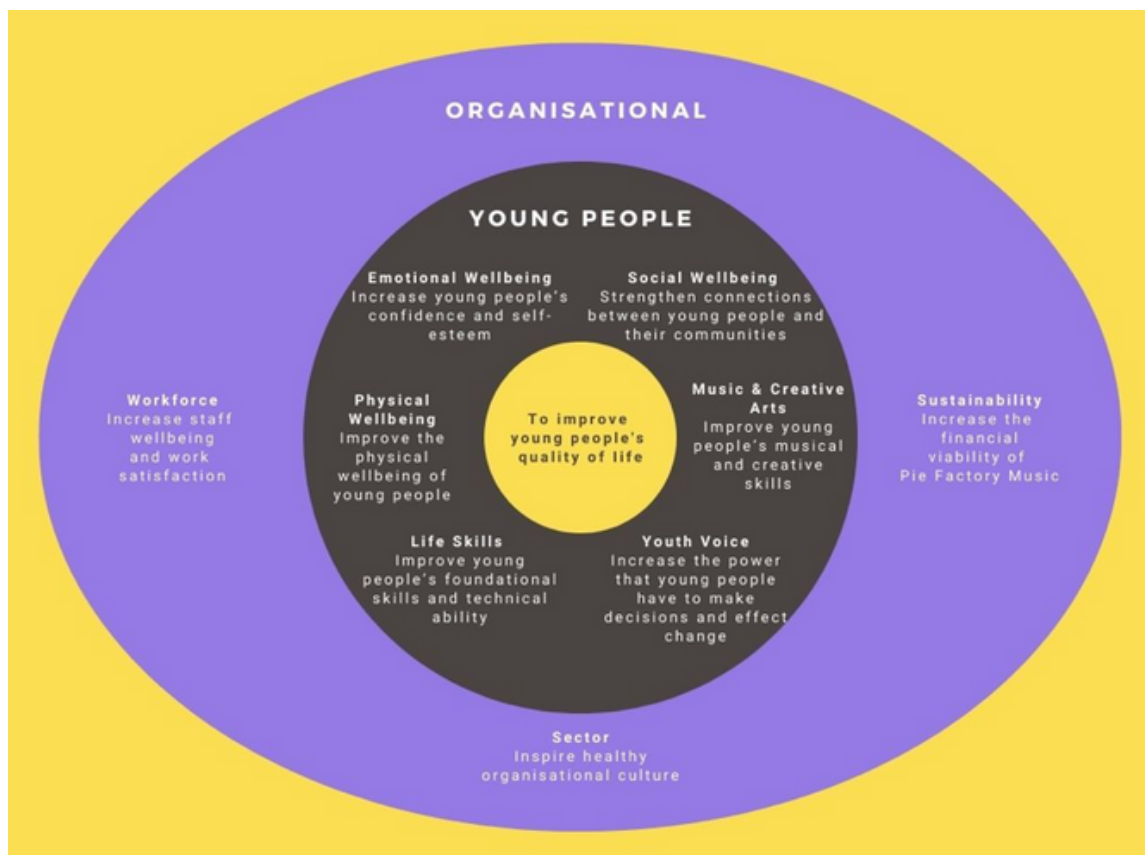
**"IT'S JUST A PIE FACTORY FAMILY.
THAT'S WHAT WE CALL IT"**



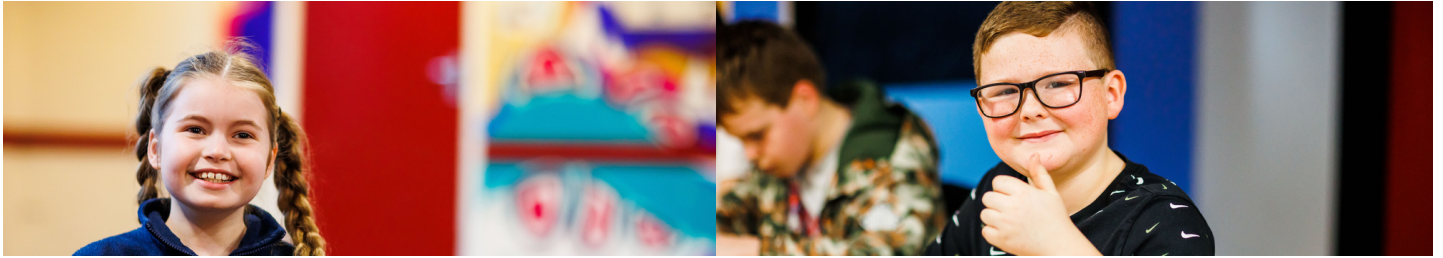
What we do



We take an outcomes-based approach to all of our work. This helps us plan and evaluate our activities, and measure the impact our work has on participants and stakeholders.



Background to the role



Our Trustees work with the CEO and Senior Management Team to take overall responsibility for everything that Pie Factory Music does, acting collectively and effectively in its interests by giving strategic direction, and determining and safeguarding our mission and vision.

Trustees take decisions required for the organisation's proper control and management, ensuring compliance, good governance, and adequate financial resources for our activities, and protect our assets and property. They also ensure that risks are managed prudently, act as a responsible employer, and uphold the principles of equality and diversity.

We want our Board to be truly representative of the community that we serve, and we want to reach those who may not usually put themselves forward for a Trustee opportunity. Whatever your age, race or background, if you think you have the skills to help us, we would love to hear from you.

Our Board currently comprises five Trustees with skills and experience including: charity management, fundraising, policy, health, finance, and being past participants of Pie. In order to complement the skills and experience of our current Board members, we are also keen to hear from people with skills and experience in the following areas:

- HR
- Financial management
- Corporate fundraising, and reaching out to environmental, social and governance programmes
- National policy (youth and arts & culture sectors)

If these areas don't apply to you but you are interested in applying - we still want to hear from you! All life experiences, skills, education levels and interests are valued at Pie.

Expectations

There are currently between 8-10 meetings a year, including active subgroups which meet in between full board meetings. Meetings are approximately two hours in length and are currently held in the evening. Meetings are a blend of in-person and digital.

Very occasionally extraordinary meetings are called to respond to more urgent situations facing the charity. The ability of our Trustees to be able to attend these when they do arise is greatly appreciated.

We expect our board members to actively contribute in meetings. This includes:

- **Preparation:** Reading board papers, which are sent in advance, and trying to resolve points of clarification before the meeting (where possible).
- **Punctuality:** Attending and arriving on time.
- **Listening and questioning:** Be willing to question and challenge yet be supportive of other people's contributions.
- **Supporting decisions:** Remain loyal to the decisions of the board – even where you may not have agreed with the decision.
- **Maintaining confidentiality:** With regards to board discussions and papers.
- **Being action driven:** Agree to fulfil actions between meetings so that progress is ongoing and developments can be reported back at following meetings.
- **Engaging with the organisation:** Develop a knowledge of the organisation and the wider youth arts sector, and attend key organisational events.
- **Supporting the Senior Management Team:** Actively enquire about the wellbeing of staff and the broader team, and encourage discussion about organisational culture and practices. Trustees occasionally act as advisors to staff leads on specific projects related to their areas of special expertise.
- **Acting as an Ambassador:** Raising the profile of Pie Factory Music and its work to stakeholders, funders and the wider public through events, meetings and social media platforms.

In return for your commitment we offer the following:

- A full induction.
- Regular training and development opportunities.
- Opportunity to meet and work with other talented, motivated and inspiring people, expanding your networks and connections.
- Opportunity to be part of improving the lives of young people in East Kent through building high-quality, creative and relevant services.
- The opportunity to inspire and enrich your own life, both personally and professionally, via your experiences with Pie Factory Music's work.

Trustee Role Description



Role: Trustee

Remuneration: The role of Trustee is voluntary, however reasonable out-of-pocket expenses will be reimbursed.

Location: Meetings will sometimes be held at Pie Factory Music in Ramsgate CT11 0QG, sometimes online. We facilitate a blended option for those unable to make the face-to-face meetings.

Frequency of meetings: There are currently between 8-10 meetings a year, including active subgroups which meet in between full board meetings.

Term: Three years

Reporting to: Chair of Trustees

Key Responsibilities:

1. To ensure that the charity has a clear vision, mission and strategic direction, and is focused on achieving these.
2. To take responsibility, with the CEO and Senior Management Team, for the charity's performance and culture.
3. To ensure the charity complies with all legal, regulatory, and contractual requirements.
4. To act as guardians of the charity's assets by taking due care of their security and proper use.
5. To ensure that the charity's governance is of the highest possible standard.

A Trustee will uphold Pie's values:

Young person-led, inclusive, kind, creative, collaborative, brave and fun

Trustees are also expected to uphold the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

How to apply



Send us an expression of interest:

Email Zoë with up to 300 words or 3 minute video of an introduction to yourself, and a summary of why you are interested in becoming a Trustee:

zoe@piefactorymusic.com



OR

Express your interest by filling in the form via our website:

www.piefactorymusic.com/seeking-trustees



For more information about the role, feel free to call Zoë for an informal chat

01843 596998 / 01843 596777

