



# Trustee Recruitment Pack

The Cheltenham Trust



# Why join?



The Cheltenham Trust is recruiting exceptional people who share our values and goals and can support our ambitious growth plans. The Cheltenham Trust is the lead provider of arts, culture, heritage, sport and leisure in Cheltenham, and has a key role in supporting the overall health and wellbeing of the community and the local and visitor economy.

As a Trustee, your role will help The Trust to deliver its strategy and business plan as the trust continues to offer diverse services to the local community and visitors to the town.

We are committed to ensuring our Board reflects and understands the communities we serve. We particularly welcome applications from individuals with lived experience relevant to our mission and recognise this as a valuable form of knowledge that will inform our strategic decision-making.

This may include lived experience relating to race, disability, socio-economic background, or other aspects of identity currently underrepresented in arts, heritage & charity governance. We will support all trustees, including those new to governance, to contribute fully.

We are particularly keen to recruit trustees with experience in the arts, culture and heritage sectors, ideally within a charity. Currently, we are particularly seeking potential Trustees with professional backgrounds in the following areas:

- **Arts & Culture**
- **Finance**

We welcome your interest, but if you are unsure if you qualify for one of the roles, please contact **Karyn Phelps** at [karyn.phelps@cheltenhamtrust.org.uk](mailto:karyn.phelps@cheltenhamtrust.org.uk) to arrange an informal discussion to find out more about the role of a trustee.

# Welcome from the Chair

**Mike Napier, Chair of Trustees**



“ Thank you for your interest in joining the Board of The Cheltenham Trust as a Trustee.

The Trust is an independent charity which manages some of the town's most iconic and significant venues, Pittville Pump Room, Cheltenham Town Hall, The Wilson Art Gallery and Museum, Leisure at Cheltenham and the Prince of Wales stadium and Garden Bar in Imperial Gardens.

The Trust is a not-for-profit organisation, and it promotes and enables culture, heritage, entertainment, sport and leisure to be accessible to all.

Enriching the lives of Cheltenham's residents and helping to boost the local and visitor economy is at the heart of the Trust. The Trust provides a balance of paid for events and activities with free, accessible and inclusive events and activities that include hosting Cheltenham's marking of significant national occasions such as the Queen's Platinum Jubilee celebrations, hosting the Commonwealth Games Baton Relay in 2022 and a free party in the park for the coronation of King Charles III and Queen Camilla. The switching on of the Christmas Lights at the Pittville Pump Room has become an established annual event in the town's calendar.

Following major refurbishment of The Wilson Art Gallery and Museum in 2022 to create a new community art gallery, vibrant arts café and artist studios, and newly refurbished galleries, work is currently underway to complete the next phase of refurbishment that will transform the Victorian wing of the museum to create new and accessible galleries promoting the story of Cheltenham and bringing more of its rich history to life for everyone to enjoy. The museum will reopen in autumn 2026.

I am proud to promote an organisation that makes a real difference to Cheltenham and its communities ensuring historic and cultural venues are relevant and continue to be so. We continually seek new opportunities to enrich and improve the health and wellbeing of the local community and support the local and visitor economy, and the richness of Cheltenham as a festival's town.

The Cheltenham Trust is an agile, forward thinking, innovative and resilient organisation, and I hope this information pack provides an insight into what we do and our plans for the future. We hope you will consider applying to join us a Trustee. Thank you again for your interest and we look forward to hearing from you.

*Mike Napier*

**Mike Napier, Chair of Trustees**

# About The Cheltenham Trust

The Cheltenham Trust is a registered charity, founded in 2014 and was established to provide a diverse range of cultural, heritage, leisure and sport facilities and activities in Cheltenham. The Trust employs approximately 120 staff and is additionally supported by many volunteers.

## Vision

To be a catalyst for a thriving and inclusive Cheltenham, where culture, heritage, sport, and leisure create meaningful social value, improve wellbeing, and bring people together through strong community partnerships.

## Mission

To engage, inspire and support Cheltenham's residents and visitors through accessible cultural, heritage, sport, and leisure opportunities. Our work contributes to enriching people's lives, wellbeing, learning and creativity while supporting local economic growth and working in partnership with Cheltenham's communities.

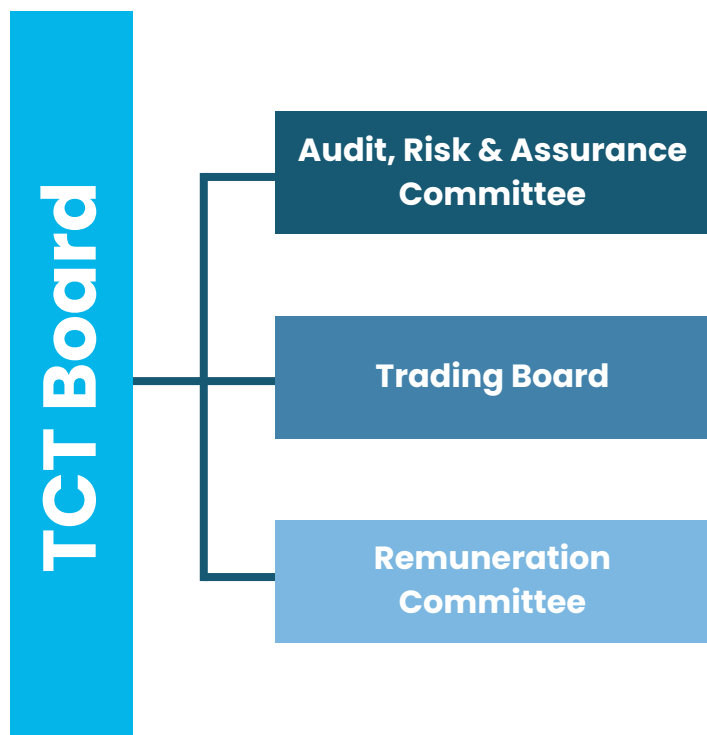


# What does a **Trustee** commit to?

The role of a Trustee is to provide support and to oversee the strategic direction of the Trust, in line with the charitable objectives and legal requirements. Our current trustees experience can be seen [here](#).

## A Trustee will be asked to:

- Attend six TCT Board meetings a year
- Commit to one additional sub-committee that meets three – four times a year
- Trustees serve a minimum term of three years, with the opportunity to extend for a further three years
- Commit to this as a voluntary role, however, reasonable out of pocket expenses will be paid
- Support & volunteer at community events



## What we're looking for.

We're looking for volunteers with varied skills, including one or more of the following:

- Real experience in the arts and culture sectors
- Fundraising expertise
- Financial and audit expertise: an understanding of the business and financial challenges of the arts sector
- Accounting and financial knowledge supported by professional qualifications
- Commitment to supporting The Cheltenham Trust
- Lived experience of the impacts of inequality or being part of an under-represented community in Cheltenham
- Willingness to accept the responsibility for directing the affairs of the charity and its responsibilities as set out by the Charity Commission
- Willingness to commit the necessary time and engagement to the responsibilities of a trustee
- Act as an ambassador for The Cheltenham Trust
- Commitment to equality, diversity and inclusion
- Be an effective team member

# Benefits of becoming a Trustee

## Engage in something of real value

You would be involved in the strategic direction of The Cheltenham Trust helping to achieve its growth plans and role as the lead provider of culture and leisure.

## Have a tangible impact

Success for the Cheltenham Trust is enriching the lives of our local communities, improving wellbeing, reducing inequalities and strengthening belonging.

## Be part of a focused team

The Board of Trustees is a mutually supportive and friendly environment, less formal than many equivalent bodies. It offers Trustees an opportunity to engage and support staff to deliver the wide range of services, events and activities across the five venues.

## Opportunity to build a large and more diverse network

Trustees can rapidly expand their network of professional contacts, including individuals, local organisations, stakeholders and Cheltenham Borough Council.

## Increase personal and professional credibility

In an increasingly inter-connected world, Trustees can enhance their personal and professional credibility and contacts through demonstrating strategic leadership in the provision of culture and leisure in Cheltenham.





## Applications for trustee roles

Applicants are asked to submit a document (one side of A4) expressing interest in the role and a CV demonstrating relevant experience to **Karyn Phelps**, [Karyn.phelps@cheltenhamtrust.org.uk](mailto:Karyn.phelps@cheltenhamtrust.org.uk)

Applications should be submitted by **Friday 29 May 2026**.

Interviews will be held with the Chair of the Board, the CEO & additional support from our team of Trustees.

Applicants with disabilities who meet the skills we are looking for will be guaranteed an interview.