

CURZON CINEMA & ARTS

RECRUITMENT PACK: EXTERNAL TRUSTEES

(SUMMER 2026)



Curzon

ABOUT US

WHO ARE WE?

Curzon Cinema and Arts is an ambitious charity which exists to offer cultural opportunities for learning, entertainment and access to heritage for residents across North Somerset and beyond.

We were founded in 1996 to save one of the longest continuously running cinemas in the world from closure. Our building, archive and collection contain a record of the architectural, social and technological history of film.

Over recent years we have expanded beyond traditional cinema programming to become a multi-arts venue. Alongside the latest film releases, we present curated screenings with discussion, live music, spoken word and community events, and are growing a participation programme working in partnership with local schools, community groups and creative practitioners.

We are a community-owned charity with thirty years of business history, owning the building outright. Operating surpluses are returned to the charity from our trading company, and we receive additional rental income from tenants occupying shops and licensed premises within the building. We do not currently receive core public funding, though we have been awarded grants for specific projects, most recently from the National Lottery Heritage Fund.

We are now embarking on the final phase of an ambitious building masterplan that will restore our facade and auditorium, install a platform lift to make the building fully accessible for the first time in its history, and convert ground floor space into a community arts space open throughout the day.

We are looking for trustees who are excited to help shape and realise the organisation's ambitions for cultural growth.

OUR AIMS & VALUES

VISION AND MISSION

VISION:

We envision a North Somerset where everyone lives an imaginative and creative life, where culture is accessible to all, and reflects the full range of experiences of those who live here.

MISSION:

Rooted in our community, we curate bold, inventive cinema and arts that entertains, challenges, and inspires. Our work brings people together in a welcoming and accessible space to watch, discuss and make art.



OUR VALUES:



OFFERING WELCOME

Offering welcome means creating a space where everyone feels seen, respected, and able to belong. We put visitors first and aren't transactional, offering engaging experiences that are accessible to different needs, backgrounds, and life experiences. We practise equity, actively widen access, and expect our team to work proactively to create a friendly, contemporary atmosphere.

Our programme is carefully chosen to be accessible but not dumbed down, inviting people to trust us, feel at home, and bring their full selves.

BEING REAL

Being real is about demonstrating authenticity in what we show, how we work, who we are, and where we've come from. We steward over a century of heritage while championing the irreplaceable experience of cinema and art made and shared in person. We value human creativity, craft, debate, and lived experience, presenting stories that engage with the world around us. We communicate our values clearly and then live them through meaningful community impact.

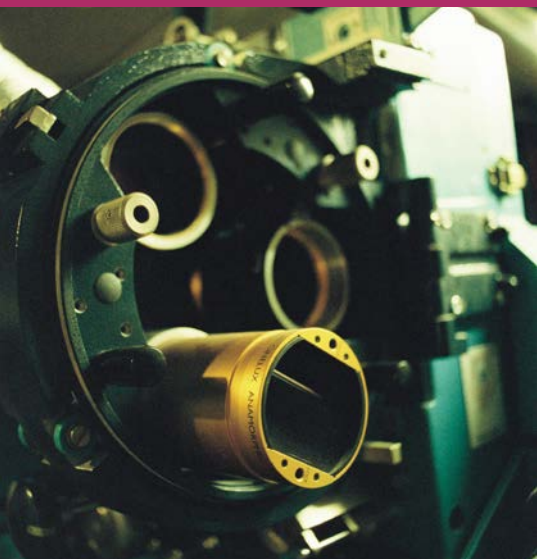




BUILDING COMMUNITY

Our role in community building is about bringing people together to witness, discuss, and create art. As a civic cultural anchor, we collaborate widely, value volunteering as a form of shared ownership, and think globally whilst acting locally. We champion inclusion, equity, and environmental responsibility, recognising that culture thrives when everyone can participate.

Through open conversation and shared experiences, we build an engaged, connected audience and a stronger cultural life for North Somerset.



LIVING ARTISTICALLY

We believe in art's power to change lives.

Sometimes this might be a lightbulb moment whilst witnessing an extraordinary film or performance that reveals something about the human experience. But also, sometimes that might be just brightening your day on a regular basis by seeing a good rom-com. Cinema is one of the most accessible art forms, which enables it to be an everyday habit and a shared point of connection.

We curate opportunities to watch, discuss, and make, that enable people to grow creatively. We believe that art is essential to wellbeing and living a good life and strive to provide as many varied opportunities, to as many people, as possible.

CURRENT STRATEGIC OBJECTIVES

1. To build long-term organisational sustainability by recovering audiences to pre-pandemic levels and diversifying income through an all-day operating model that combines cinema, hospitality and community use.
2. To complete the third and final phase of our Building Masterplan, restoring the facade and auditorium and transforming the ground floor into accessible community space.
3. To grow our programme of curated screenings, discussions and multi-disciplinary live arts performances, working in partnership with community groups to widen participation in the Curzon's heritage and creative offer.
4. To act as active custodians of the Curzon's heritage, conserving the building, archive and working equipment, and passing on specialist skills to a new generation of staff and volunteers.





EQUITY, DIVERSITY & ANTI-RACISM

We recognise that the demographics of North Somerset are rapidly diversifying, and we have a responsibility to welcome, platform, champion, listen to and involve, people of all races, religions, countries of origin, sexual orientation, genders, socio-economic backgrounds and physical and mental ability or disability.

We also understand the structural inequalities that are present in the film industry and have a responsibility to raise awareness of these issues and actively counter them by celebrating stories originating from lived experience, and art forms of all people globally and locally to uplift and centre marginalised voices. We understand that this work is ongoing, that it requires long term learning, evaluation and training: and the Curzon is committed to a journey that creates greater, authentic, equity.



ENVIRONMENTAL

We acknowledge the climate emergency and that all people and businesses have a responsibility to reduce their carbon emissions as a priority.

We sign up to the Clevedon Town Council's target of achieving net zero by 2030 by continuing to assess and alter how we run our business whilst utilising our position as a creative and community space to bring our audiences on this journey with us through our programme.

OUR PEOPLE:

TRUSTEES

DAVID SHERIDAN (CHAIR)

Solicitor and Managing Partner of Wards Solicitors for 26 years. Brings expertise in management, property and company law. Former trustee of Citizens' Advice North Somerset and Chair of North Somerset Community Legal Service.

DANIEL CHEESMAN (TREASURER)

Regional Director for Healthcare Operations for Sue Ryder South West with over twenty years' experience in the charity sector. Previously CEO of Jessie May, and led disability charity Paul's Place and LGBTQ+ charity Switchboard. Brings expertise in charity leadership, collaboration and partnership. (Term ends August 2026)

KATIE CLEMENTSON-LEE

Professional fundraiser with over 16 years' experience across healthcare, hospice, refugee support, social justice, international development and arts and heritage. Currently a fundraising consultant. Brings strategic fundraising expertise and charity governance experience.

DR CHARLOTTE CROFTS

Professor of Cinema Arts at UWE Bristol, leading the BAFTA Albert Educational Partnership for Sustainable Filmmaking. Filmmaker, creative producer and developer of the Curzon Memories App. Brings expertise in screen heritage and sustainable filmmaking.

OUR PEOPLE:

TRUSTEES

NIGEL DYKE

Former Director at Alec French Architects, leading major Bristol projects including Quakers Friars and the Grade II listed City Hall refurbishment. Chair of Arnos Vale Cemetery Trust. Brings expertise in heritage architecture and adaptive reuse.

JEREMY HAYWARD

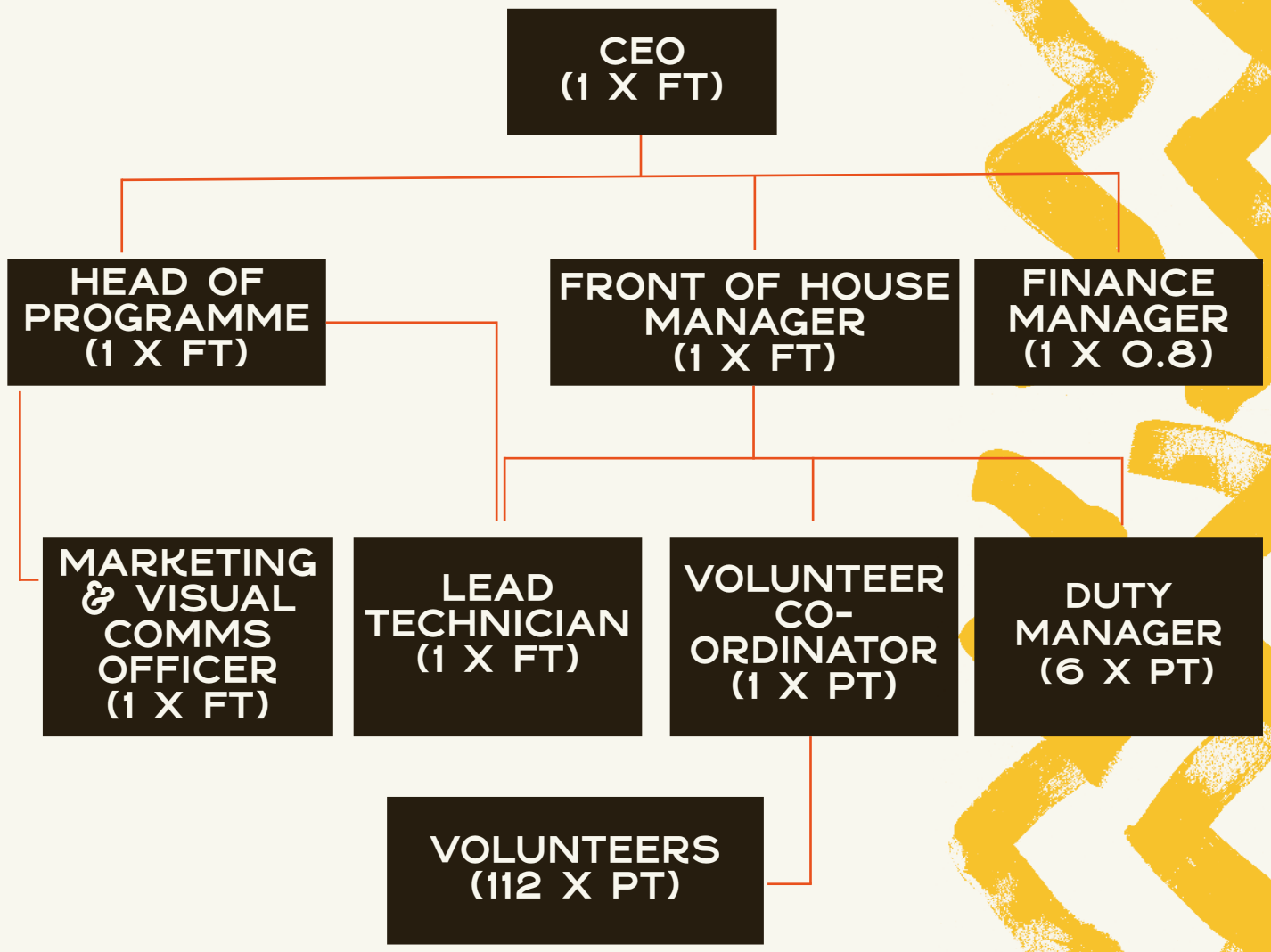
Senior executive with extensive board-level experience in corporate governance, growth strategy and diversity initiatives. Former Lloyds Banking Group ambassador for Southwest England. Brings expertise in transformational strategy, operations and stakeholder engagement.

DAVID TURNER

Senior Town and Country Planner with experience across District, County and Unitary Authorities in the South East and South West. Brings expertise in planning, economic and social regeneration, and the role of arts in community renewal.

OUR PEOPLE:

STAFFING





SENIOR MANAGEMENT TEAM

ANDREW CADDY (CHIEF EXECUTIVE OFFICER)

Experienced arts administrator with over 14 years in the cultural sector. Fellow of the ACCA with a Masters in History of Art. Previously Finance Director at Brighton Dome and Festival and Head of Finance at Southbank Centre.

PETRA MANSOUR (HEAD OF PROGRAMME)

Leads the charity's programme and marketing. A senior creative professional with a background as a lecturer in Graphic Design at Salford University and undergraduate degree from Manchester Metropolitan University.

GEMMA BURCHILL (FRONT OF HOUSE MANAGER)

Responsible for managing day to day building and front of house operations. Trained at the Bristol Old Vic Theatre School with experience working in film production for Films@39.

JAN CROMEY (FINANCE MANAGER)

Responsible for financial management, budgeting, and controls. Experienced bookkeeper and office administrator, having previously worked at Clevedon Community Centre.



VOLUNTEERS

Volunteers have been central to the charity since it was founded. While we have professionalised through a salaried workforce, we remain heavily reliant on volunteer support and value the experience they bring.

We have 112 volunteers across Front of House, Bar and Kiosk, Maintenance, Archive, Tours, 35mm Projection and organ performance, contributing 5FTE (8,700 hours) annually. Four have significant additional needs, including two supported by 24/7 carers.



TEXT 07747 050868 or scan the QR code



COMMITMENT

The Board meets around six times a year. Meetings are usually held in the early evening at the Curzon and are face to face. There is an additional annual Board Away Day and Trustees are asked to attend the Annual General Meeting of the companies.

You may be asked to meet with other Trustees and Staff as part of organised sub-committees if your skills are relevant and you have an interest in specific areas of work.

We recognise that people may face barriers to becoming a trustee and are committed to making the role as accessible as possible. We will reimburse reasonable travel costs to and from meetings and consider other reasonable adjustments to support trustees in fulfilling their role. If you have any access requirements or would like to discuss how we can support your involvement, please contact us.

WHO WE ARE LOOKING FOR

We are looking for two or more individuals passionate about cinema and the arts to join our Board of Trustees at Curzon Cinema and Centre for the Arts.

We are particularly interested in hearing from individuals with knowledge, experience or interest in one or more of the following:

- Heritage building maintenance including project management
- Charity management and governance
- Hands-on involvement in the Arts as a practising artist or performer
- Film-making industry

This is an excellent opportunity to make a meaningful impact on the future of a popular and treasured community cinema and arts centre based in Clevedon and serving North Somerset and beyond.

We recognise that people from the global majority are not represented on our Board. We actively encourage applications from people from all groups who are regularly under-represented in charity governance.

We also encourage applications from all age groups, subject only to a legal minimum age of 18 years which is a requirement for being a company director.

KEY RESPONSIBILITIES

Trustees are responsible as outlined by the Charity Commission for England and Wales for:

- Making sure the Curzon is carrying out its charitable purposes for the public benefit.
- Complying with the Curzon's governing document and the law.
- Acting in the Curzon's best interests
- Managing the Curzon's finances and resources responsibly.
- Acting with reasonable care and skill
- Making sure the Curzon is accountable.

In addition we expect our trustees to:

- Be advocates for Curzon Cinema and Arts, representing us in public.
- Be available to Management staff as appropriate and skills allow for discussion and support.





HOW TO APPLY

If you are interested in this role, we would love to hear from you.

Please email our Chair, David Sheridan, at david.sheridan@curzon.org.uk with a CV, if you have one, and a brief outline telling us why you are interested in becoming a trustee and the qualities and experience you could bring to the role.

Prior to appointment, successful applicants must sign a formal Declaration confirming that they are not for any reason legally disqualified from being a Company Director.

Any data that you share with us in your CV and supporting letter will be used for recruitment purposes only. Only the people involved in shortlisting, recruitment and any 'onboarding' checks will have access to the data. Your data will not be shared outside Curzon. Your data will be destroyed after the application process.

For more information about our privacy policy, please visit [Privacy Policy - Curzon Cinema & Arts](#).



Curzon

WWW.CURZON.ORG.UK