

the
HORTON
EPSOM

Trustee Recruitment Pack

thehortonepsom.org

Thank you for your interest in this role.

The Horton Arts Centre – run by the charity Horton Chapel Arts & Heritage Society - is an independent arts organisation and historic cultural venue which opened its doors in 2022.

The former Horton Asylum Chapel was transformed, following decades of neglect, from a semi-derelict building into a beautifully restored vibrant destination, hosting live performance, exhibitions, creative workshop, events and a permanent exhibition about the important and pioneering local history of mental health care.

Supported by a major National Lottery Heritage Fund grant, and others, this heritage asset at risk has been saved and restored – winning Surrey Heritage Building Project Of The Year in 2022.

The venue has established a reputation for quality within Surrey's cultural eco-system for its diverse artistic programme

Having made a significant impact locally, the charity is set on operational growth, aiming to raise the awareness of The Horton's programme across the South East and achieve national recognition of its important mental health heritage as Europe's first centre for music therapy. Developing relevant public engagement is also essential in ensuring that The Horton's offer is accessible to all.

We are nearing the end of phase one capital works to open The Horton Gardens to the public – which will be an key part of our strategy in welcoming more visitors and increasing activity.

We are seeking to appoint two or more trustees who are excited by this ambition and share our values and aspirations, to help build on our achievements as we enter the next exciting phase.

Trustees have an important role. You and your co-trustees must make sure that the charity is carrying out the purposes for which it is set up, and use your skills, knowledge and experience to help shape the development of The Horton to reach sound decisions.

Candidates will support The Horton's values and our mission to use culture and creativity to help create a happier, healthier and more inclusive community.

The Horton is committed to ensuring equality of opportunity in its governance positions. We consider diversity a strength and want to make our board more representative of different backgrounds and experiences.

We look forward to receiving your application.

**We welcomed more than 30,000 visitors last year
with 8000+ attending a ticketed performance or workshop.**



Background

The Horton, also known as The Horton Arts Centre, is a site of national historical importance. Built in 1901, it has a pioneering history of mental health care and was Europe's first music therapy centre from the 1950s.

The formerly semi-derelict Horton Asylum Chapel was saved by registered charity Horton Chapel Arts & Heritage Society (HCAHS), a Trust set up specifically to undertake the renovation project and run The Horton as a not-for-profit cultural venue.

The charity itself was established in 2016, and following a six-year project to raise funds and renovate the building, The Horton officially opened to the public on 28th April 2022.

The venue hosts creative arts workshops, performances, exhibitions, community events, and a free-to-access permanent exhibition about the history of Epsom's psychiatric hospital cluster and the people who lived and worked there. The heritage of the site is embedded into the culture of our public programme and retained in the architectural and decorative detail of the building.

The charity has a trading subsidiary - The Horton Epsom Ltd - which looks after the hospitality operation including The Horton's Café-Bar and commercial venue hire. It pays a license fee to the charity and also donates any profits after tax.



Our Mission, Vision and Values

The Horton draws upon its rich history on the historic site of Epsom's Hospital Cluster of asylums and seeks to celebrate creativity and inclusivity.

Our charitable objects promote the arts, creative activities that promote wellbeing and the importance of the site's heritage.

To build a happier and stronger community, bringing people together through creativity and culture

Led By Values

Our values drive the direction for future development and provide a checklist that we can measure against:

Quality

Are we offering a high-quality experience for visitors in all areas of our operations?

Innovation

Are we innovating with our programming and the opportunities we provide?

Mental Health

Are we promoting a greater understanding of mental health and reducing stigma?

Team

Do we support staff and volunteers - valuing diversity and actively promoting inclusivity?

Relevance

Do we connect with our communities? Are we listening and collaborating?





Looking Ahead

The focus in our first three years of opening was on building up reserves for financial stability and establishing a high quality programme.

We now aim to develop and deliver more arts and heritage projects that are accessible to all supported through core funding.

An important focus will be on strengthening the new sense of community that has been created around the opening of The Horton.

The Horton Gardens

A capital project for the development of the grounds surrounding The Horton is currently on-going, with the gardens due to open later this year.

The Role

Trustee positions are voluntary and non-executive.

We are seeking candidates with diverse experiences but are particularly keen to hear from candidates with professional backgrounds in the creative arts and music, building and estates management, public policy, arts education or mental healthcare. Knowledge of the charity sector is helpful but not essential. Previous board experience is also helpful but not required as new trustees will be supported in learning.

You and your co-trustees will have the following responsibilities:

- Serve on the governing body of the Horton Chapel Arts and Heritage Society (The Horton) a Charitable Incorporated Company (CIO) ensuring that it is solvent, well-run and delivering its charitable outcomes for the benefit of the public.
- Use your skills, knowledge and experience to help shape the development of the Horton and to reach sound decisions.
- Act as an ambassador for the Horton and use your networks to promote the work of The Horton and, where appropriate, to seek funding.
- Give strategic direction to the organisation, setting overall policy, defining goals, setting targets, and evaluating performance.
- Scrutinise board papers, lead discussions and focus on key issues.

- Provide guidance on new initiatives in your area of expertise.
- Safeguard the good name and values of The Horton.
- Monitor the performance of the Director of The Horton and, where appropriate, the senior team.
- To build sound working relationships with key stakeholders; to represent The Horton on appropriate occasions and to act as an advocate and ambassador.
- To ensure that the governance of The Horton follows best practice including the Charity Governance Code.
- To attend sub committee meetings of the Board.
- To learn about and support the charity's work by attending selected events such as important performances and volunteers' social evenings.

You can find out more about the legal responsibilities of being a trustee here:

[NCVO](#) - Easy Read Basics

[The Essential Trustee](#) Government Guidance



Person specification

Commitment to The Horton and an empathy with, and commitment to, its vision and values.

Integrity, strategic vision, and good independent judgement.

Willingness to learn about the arts and culture sector and its challenges and opportunities.

Professional skills or lived personal experience that can be utilised for the benefit of the charity.

Empathy with the importance of mental health.

Time commitment

Trustees will be expected to attend approximately ten meetings a year.

This may include full Board meetings, any agreed sub-committee meetings and Board Strategy Day, as well as carry out trustee duties.

Most full Board meetings are currently held virtually. Strategy days and sub-committees are generally in person.

In addition, time will be required to read papers and to liaise with relevant staff, trustees, advisers and stakeholders.

The time commitment is a minimum of six hours per month.

Remuneration and Tenure

This is a voluntary position; reasonable travel expenses will be reimbursed when required, to fulfil board duties.

The length of the appointment is three years with the possibility of extension.



How To Apply

To apply for this position please send a CV and a supporting statement of no more than two pages of A4 (or a short video maximum two minutes) explaining why you wish to become a Trustee of The Horton and what you would bring to the role.

Please email your application, or any questions regarding this role to: enquiries@thehortonepsom.org

We are also seeking to appoint one Trustee as Secretary to the board. Please get in touch if you would like a role description for this position.

Recruitment timetable

Application deadline: 30th April 2025

Interviews: May 2025