



# RECRUITMENT PACK

## INDEPENDENT CHAIR OF THE CORE CONSORTIUM – LUTON’S CPP PROGRAMME

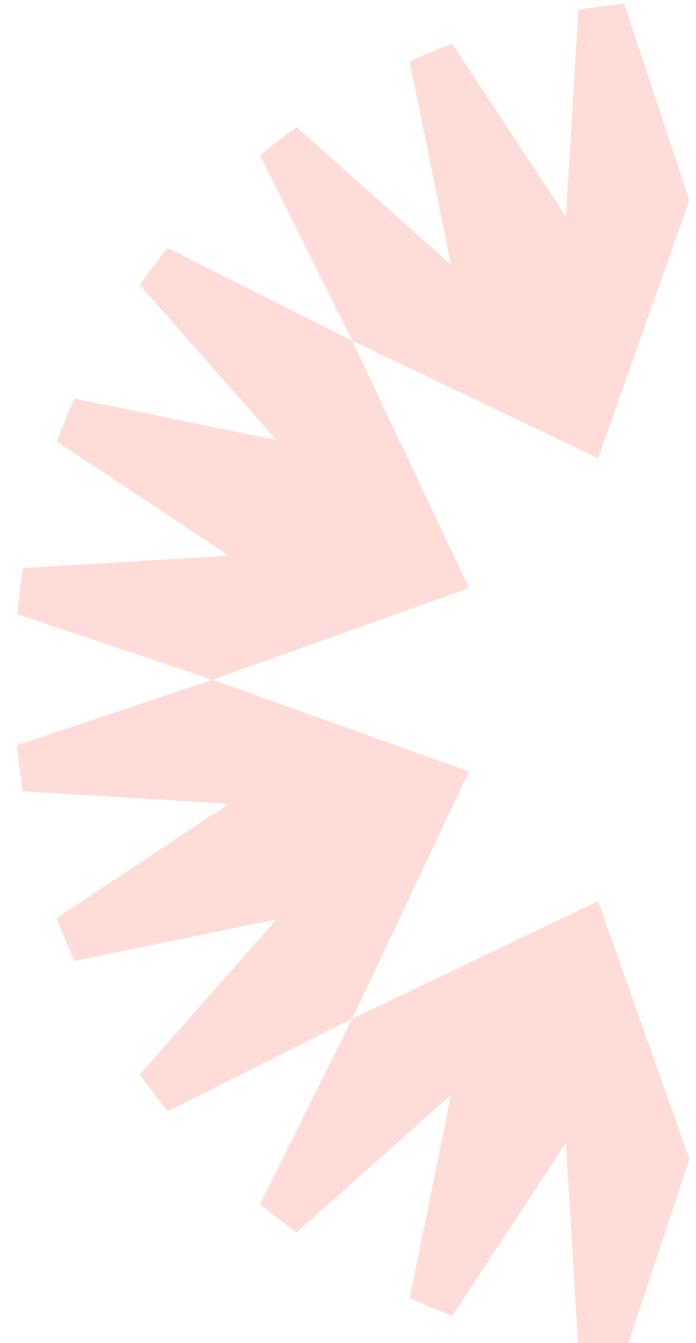
# About Revoluton

## Who We Are

Revoluton is a Luton-based arts organisation. We work with artists and communities – across a range of art forms and disciplines – to produce creative work that promotes positive futures for people and place. We provide support, resource and mentoring to artists and emerging creative practitioners. We facilitate pathways for people to engage with creativity, as professional practitioners, participants and as audience members.

**“** We believe the spirit of Luton encapsulates activism, warmth and generosity. The spirit of our work is captured in our name – Revoluton.

Revoluton Arts is the lead organisation for Luton’s Creative People and Places (CPP) programme funded by Arts Council England (ACE).



# Our Vision, Mission and Values

Our vision is for communities to connect through creativity, locally and globally, uniting to define their positive futures.

Our mission is to unite communities and creatives as the collective catalyst for change. We locate Luton in the world. We do this by connecting the people of Luton with standout creative practitioners – locally and beyond – to create cultural activities that bring positive change to people and places.

Our values are:

**Agency** (affirming the voice, choice and power of marginalised communities to bring positive change).

**Belonging** (celebrating place and creating a sense of acceptance and freedom).

**Connection** (uniting people and forming partnerships towards a common purpose).

**Creativity** (nurturing talent, promoting everyday creativity and producing creative work made in Luton).

**Opportunity** (providing and promoting access to arts and creativity for leisure, learning, and livelihood).





# Background and Context

## Creative People and Places

Luton's CPP was established in 2015. The CPP programme was named Revoluton Arts and was originally hosted by The Culture Trust Luton as lead organisation for Luton's CPP. In 2020, Revoluton Arts was incorporated as a Community Interest Company (CIC), becoming the independent lead organisation for Luton's CPP programme. In 2022, Revoluton Arts CIC initiated a process of business planning for organisational growth. In 2024, the organisation was successful in its application to become a Charitable Incorporated Organisation (CIO), and in August of that year changed its legal structure to become a CIO. Revoluton Arts CIO remains the lead organisation for the CPP.

Beyond the CPP, this is a transformational time for arts and culture in Luton. Led by Luton Borough Council, in 2024, the town secured £1.2 million of ACE Place Partnership Funding to deliver the two-year Luton Arts Programme. This launched in April 2025. The town is also seeking to build on the success of Radio 1's Big Weekend, which took place in Luton in 2024, and opportunities for cultural regeneration linked to over £5 billion of inward investment in the town. All partners in Luton's Arts and Culture Strategy Group – which includes Revoluton Arts CIO – are signed up to Luton's 2040 Vision, which includes a key focus on transforming lives through arts, culture and heritage. The Arts and Culture Strategy Group recently appointed a new Independent Chair to bring vision and purpose to accelerate the growth of arts and culture in Luton.

## Arts Council England CPP programme

Arts Council England's national CPP programme funds arts and culture projects in the bottom 33% engaged places in arts and culture according to the Active Lives Survey.

The aim of the fund is to:

- **Engage** more people from eligible places in a wide range of arts and cultural experiences as audiences and/or participants
- **Empower communities** to lead and shape local cultural provision
- **To ensure excellence and relevance** in both the engagement process and the creative and cultural experiences on offer
- **To encourage partnerships** between publicly funded, amateur, voluntary, community and commercial sectors, as well as collaboration across various cultural institutions
- **To take an Action Research approach** to community engagement in arts, creativity, and culture; learn what works best and share that learning

**In 2026, the number of CPP projects funded in England will increase from 38 to 45.**

# Background and Context

## The Core Consortium Model

Arts Council England's description of the purpose of the Core Consortium is described within the 2026-29 CPP guidance as:

*"Core consortium members govern the programme and are accountable for meeting funding aims, while the delivery team is accountable to the core consortium and retains a level of operational independence."*

Revoluton Arts 2025/26 CPP plan (approved by ACE) states:

*All CPP projects have a governance model known as the Core Consortium. This is made up of representative organisations, including local businesses, strategic partners and grassroots community organisations. They steer and enable the strategic leadership of the CPP work. Ideally, Core Consortium members work collaboratively with the CPP to ensure strategic alignment across the membership organisations – mutual support of organisational/business objectives – in addition to enabling greater local ownership of the CPP design and delivery. Ultimately, the Core Consortium should actively support and promote the ambition for increased participation in arts and culture. Sometimes they might be partners in direct delivery.*

## Luton's CPP Core Consortium

The membership is comprised of the following organisations and businesses:

- Revoluton Arts CIO (CPP lead organisation) represented by the Chair
- University of Bedfordshire represented by the Head of Culture and Community Engagement
- Luton Borough Council Public Health, Population Wellbeing, represented by Public Health Principal
- Luton Borough Council Social Justice Unit, represented by Principal Social Inclusion Manager
- Luton Town Football Club Community Trust, represented by Head of Luton Town Community Trust and Programmes Manager – Education, Learning and Employability
- Mary Seacole Housing Association, represented by the Chief Executive Officer.

The Fragrance Shop

↑ ← → Luton NHS

The Fragrance Shop

Agdate House

Luton  
Justice Centre  
Luton

CHOPSTIX  
NOODLE BAR

Spud Moggie



# Revoluton Arts Governance and CPP Decision-making

**Revoluton Arts CIO Board of Trustees** oversee the CIO's activities and ensure its long-term health. Key responsibilities include strategic direction, governance, stakeholder interests and risk management. Revoluton Arts CIO CEO/Creative Director (also the CPP Director) reports to the CIO Board of Trustees via quarterly meetings. Revoluton Arts CIO Executive Director also attends board meetings. Meetings are convened quarterly. Reports include an update on the CPP programme, including progress against objectives and financial management.

**Revoluton Arts CPP Core Consortium meetings** also occur quarterly in a cycle that follows the CIO Board meetings. Key points arising from the Board relative to the CPP are reported to the Core Consortium. Revoluton Arts CIO, as lead organisation for the CPP, is represented by the Chair of Revoluton Arts CIO. Revoluton Arts CIO CEO/Creative Director (also the CPP Director) reports to the Core Consortium via quarterly meetings. Revoluton Arts CIO Executive Director also attends consortium meetings.

**Community Voice** - Revoluton's CPP programme strands are developed by listening to and involving local people, to ensure activities are inclusive of communities' needs, that they are reflective of the local demographics of Luton and reinforce and demonstrate Revoluton's commitment to amplifying agency. Lutonians are engaged in commissioning panels and creative consultation (known as Creative Assemblies) to co-create, steer and inform programme delivery. Lutonians are actively engaged as decision-makers for the CPP creative programme (this is not the role of the Core Consortium).

**Resident Advisory Group** - From 2026 Revoluton will bring together a new programme-wide CPP advisory group to steer planning and offer valuable further insight into local communities. Participants recruited from residential areas and community partners will meet twice yearly with our CPP Director and producing team, advising on long-term planning, choice of large-scale projects and refine engagement methodology.

# About the Role

The Core Consortium of Luton's CPP is seeking a new Independent Chair to play a leading role in assuring good governance of the CPP. In addition, through structured discussion at quarterly consortium meetings, the Chair will support the identification and realisation of strategic alliances – within and across the Core Consortium – aligned to the aims of the CPP, for the benefit of least engaged and underserved audiences in Luton.

The appointment of the Independent Chair follows recent development activities with the Core Consortium, to enhance the potential for strategic and collaborative ways of working across its membership. The Core Consortium welcomes a workshop approach to meetings – in addition to governance requirements – that echoes the action research principles of CPP, with quarterly meetings forming part of the CPP's mechanism for change.

This is a great time to join Luton's CPP, with £1 million funding confirmed from ACE for CPP delivery across the town, 2026-29. This is a testament to the successes of Luton's multifaceted CPP programme, in respect of the process of community engagement and the quality of the art produced.

Equity, diversity and inclusion are at the heart of everything we do, from programming work with, by and for Lutonians, to how we budget and build partnerships. We are committed to our organisation reflecting and celebrating Luton's incredible diversity across ethnicity, age, gender, disability and socio-economic background. We therefore especially welcome applications from people with lived experience of the communities that we work with.





# The Role – Job Description

**Duration:** 3 years

**Time commitment:** 4 meetings per year, to include prep and debrief time with the CPP Director. Meetings are held in person and online.

**Remuneration:** Total fee £6,000 across 3 years (£2,000 per annum)

**Resources:** The Chair will be supported in all areas of delivery by the staff team at Revoluton Arts CIO, who will be responsible for administration and resourcing of meetings, writing and provision of meeting papers and notetaking.

## **The Independent Chair of the CPP will be required to deliver the following:**

- Chair a total of 12 Core Consortium meetings over a 3-year period.
- Work closely with the CPP Director (Revoluton Arts CEO / Creative Director, supported by the Executive Director) to enhance and maintain good governance in accordance with Arts Council England's requirements.
- Attend pre-meets and debriefs with the CPP Director for each scheduled meeting.

- Within Q1 and Q2 of 2026/27, work with the Core Consortium to identify and agree on clear roles and responsibilities for all member organisations.
- Review and where necessary, update and enhance the Partnership Agreement and Conflicts of Interest policy.
- Support the identification and realisation of strategic and creative alliances – within and across the Core Consortium – aligned to Arts Council England's aims of the CPP, for the benefit of least engaged and underserved audiences.
- Within Year One, 2026/27, support the CPP Director and Core Consortium to identify one new neighbourhood area for delivery within Revoluton's Residency strand.
- Within Year One, 2026/27, support the CPP Director and Core Consortium to align the new CPP Resident Advisory Group delivery to the governance structure of the CPP.
- Work with the Core Consortium to evaluate and adapt the meeting structure and delivery for the enhancement of Arts Council England's governance requirements, whilst also making time and space for outcome-focused strategic planning.
- Adopt a critical friend approach in work to support the CPP Director and Core Consortium.

# The Role – Job Description

**The Independent Chair will be required to adhere to the 7 Principles of Public Life (also known as the Nolan Principles):**

## **Selflessness**

Holders of public office should act solely in terms of the public interest.

## **Integrity**

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

## **Objectivity**

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

## **Accountability**

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

## **Openness**

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

## **Honesty**

Holders of public office should be truthful.

## **Leadership**

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.



# Person Specification

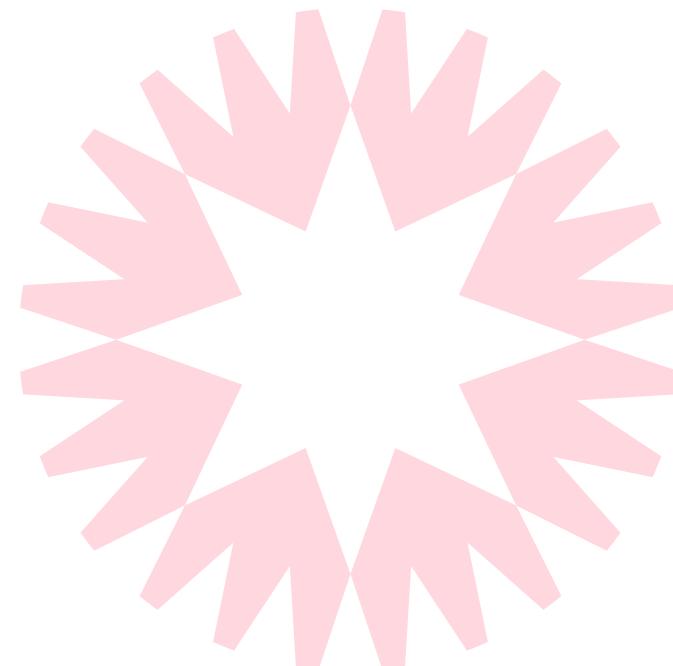
We are looking for an experienced arts professional and strategic leader with the following essential attributes:

## Essential

- Extensive and demonstrable experience of leading or chairing strategic partnership groups in an arts and culture setting, including experience of developing leadership and establishing clear roles and responsibilities for members.
- Experience of working within the context of Arts Council funded programmes, such as Creative People and Places.
- Experience of working within super-diverse communities experiencing high levels of socioeconomic disadvantage.
- Ability to effectively lead and chair a group of cultural leaders to successfully enable effective collaborative and strategic thinking and working.
- Ability to embed the voice of super-diverse communities within governance structures.
- Ability to work within the bigger picture for cultural transformation, aligning governance structures and meeting discussions as necessary.
- Exceptional knowledge of arts and culture development across a variety of place-based settings nationally or internationally.
- Working knowledge of arts council funded programmes and other external funding sources related to arts and culture.
- A relevant qualification in cultural leadership, place-making leadership or equivalent relevant experience.
- Specialist knowledge of any of the following areas of arts and culture strategy planning:
  - Programme development, fundraising and sustainability planning
  - Audience development plans
  - EDI framework development

## Desirable

Strong understanding of the Luton context or a demonstrably similar location.

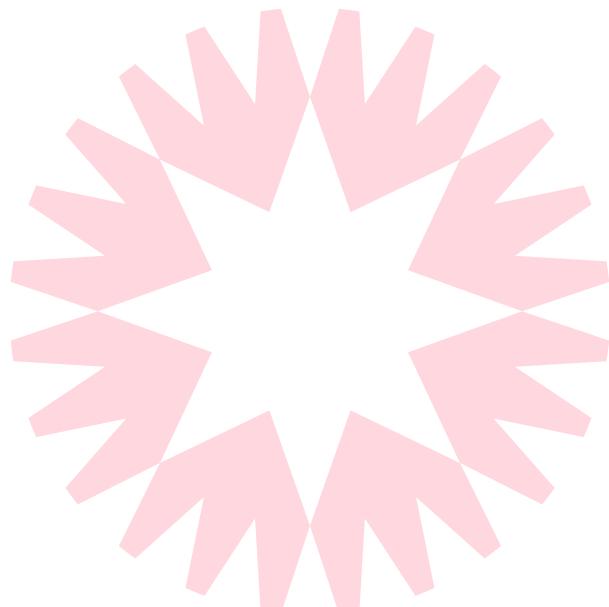


# Application Details

## Application Information

**Deadline for applications:** 1 March, 23:59 hrs

**Interviews:** Shortlisted candidates will be invited to an interview process with members of the Core Consortium 10 March, to appoint a successful candidate by April 2026.



## How to Apply

Please email your application to: [hello@revolutonarts.com](mailto:hello@revolutonarts.com)

To submit an application, please send an up-to-date CV, with details of two referees, a completed Equal Opportunities Form and a supporting statement outlining your interest and why your experience makes you an excellent fit for the role.

We will accept the following formats for the statement:

- Written statement that is no more than 2 sides of A4.
- Video submission that is no longer than 5 minutes.
- Audio submission as an MP3 or WAV file, that is no longer than 5 minutes.

Please clearly label your files with your name. The Equal Opportunities Form should be anonymous and requires no label.

Revoluton is a diverse organisation, committed to equal opportunities and we welcome applications from all sections of the community. If you require any further information, assistance in making an application or this information in an alternative format, please contact us on [hello@revolutonarts.com](mailto:hello@revolutonarts.com) or 01582 345560.

# Luton

MARY  
SEACOLE

HOUSING ASSOCIATION



University of  
Bedfordshire



@REVOLUTONARTS

REVOLUTON



Photo Credits: Aleksandra Warchol