

The Glasshouse
International
Centre for Music



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Join us as a Trustee at The Glasshouse





Welcome

Celebrating twenty years of music, we have just entered our third decade and we're looking for new Trustees to join our Board. A rare leadership opportunity to launch us into this exciting 'coming of age' for our charity. One that calls for vision, clarity and belief in the power of music.

The Glasshouse is a place where you can hear rock legends or pop icons on the same night as folk trios or opera singers. Where new musicians are nurtured and showcased on the same stages as platinum-selling performers. And where youth choirs and tambourine-shaking toddlers practise in the same spaces as our acclaimed orchestra, Royal Northern Sinfonia. As an international centre for music, we're focused on creating and celebrating outstanding music – whether that's unearthing or growing talent from our region or bringing the world's best artists to our stages. As a charity we're focused on making sure all of that is available to anyone – no matter where you're from, how old you are, how much money you have, or what challenges you face.

As a Trustee, you'll contribute your experience, insight and enthusiasm to help guide our strategic direction, support our ambitions and champion our mission. As we look to the future, we are seeking individuals with expertise in a number of key areas that will help complement and strengthen the collective capability of our Board.

We're hoping to appoint several new Trustees who share our sense of creative ambition and can help us fully realise these as a flourishing charitable enterprise.

We know that the strongest Boards are made up of people with different lived experiences, perspectives and insights. We are committed to building a diverse and inclusive Board that reflects the breadth of the communities we serve, helping us ask better questions, make better decisions and shape a future where music truly is for everyone. Together, our Trustees bring different experiences, ideas and expertise, creating a Board with the energy, ambition and collective wisdom to help shape the next chapter of The Glasshouse.

Watch 'Under one iconic roof'
our 21st anniversary film with
Foster + Partners



Our numbers and impact

What we've built together over the past 20 years

To mark our 20th anniversary year in 2025, we worked with leading planning and economics consultancy, Lichfields, to create a Social and Economic Impact Report for our charity.

Our big number is £1 billion and rising. That's how much we've contributed in economic and social value since opening, supporting jobs, education and health, and putting this country firmly on the global creative power list.

But alongside the numbers, it tells the stories behind our work, the people who make it happen and the artists, audiences and participants who bring The Glasshouse to life every day. This report is a window to just how extraordinary our musical community is.

Every year at The Glasshouse:

- Over 2 million people engage with us.
- We host over 400 concerts and gigs annually.
- We run 10,000+ classes and workshops.
- We hold a £18m turnover, with 80% self-generated income.

Read our Impact Report

Watch our Impact Report highlight film



Our next era

New Trustees will help us unlock potential in an organisation restless with ambition for what music can do.

We're creating a new long-term plan for The Glasshouse, one Trustees help create, lead, and advocate for. This is happening at a time when there are lots of opportunities regionally and nationally, but also some big challenges for the music industry.

Our outline plans focus on these key areas:

1. Creative ambition

We're a place for music that is deeply rooted in our part of the North — from Cumbria to North Yorkshire and everywhere in between including Gateshead and Newcastle. Our creative personality and programme will represent this identity, naturally containing national and international voices and influences, too. A programme of festivals, commissions, produced work, and international tours will build big cultural moments, telling the story of our people, our place, and how they connect and engage with the rest of the world.

2. Creative opportunity

Right from the start, The Glasshouse has believed that high-quality music education should be open to all. In our next chapter, we have plans to radically increase the number of young people who can access these opportunities, broaden styles of music available, and evolve our programmes so each rung of the ladder is connected to the next. We'll be a vital part of how young people access and progress in music and the music industry for decades to come.

3. Making music for all

We want The Glasshouse to be known as a powerhouse of creativity. We want more investment in production and collaboration with artists and content developers across all types of music. We'll nurture new sounds and keep growing audiences - including welcoming more young and diverse music lovers.

4. Invest in our iconic building

We're embarking on our biggest investment in The Glasshouse in 20 years. The first stage is a £20m Renewal Programme, which started in summer this year with £4m of essential investment enabled by philanthropy and grants.

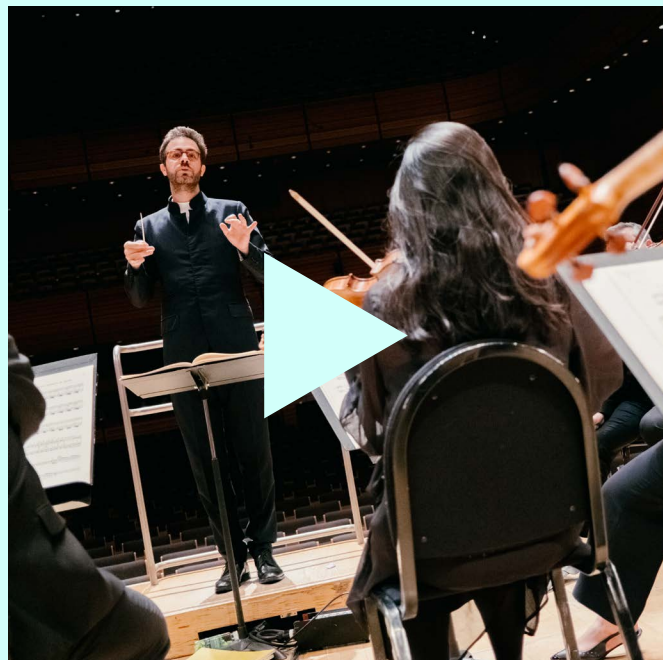


Under one iconic roof

An orchestra for the region

Royal Northern Sinfonia does orchestral music differently. From symphonies to string quartets, film soundtracks to choral masses, we create original performances with artists from Dame Sarah Connolly, Sheku Kanneh-Mason and Víkingur Ólafsson to Sam Fender, JADE and Self Esteem.

Led artistically by a family of artists with Dinis Sousa as Music Director, Maria Włoszczowska as Artistic Partner, Principal Guest Conductor Nil Venditti and Associate Conductor Ellie Slorach, our home orchestra share the joy of orchestral music with thousands of people across the North of England – and beyond – every year.



Music making for everyone

From early years to ensembles, classes to concerts, first instruments to first performances – our Make Music programme invites thousands of people to find their voice, their rhythm, their people. Anyone can make music with us at The Glasshouse whether you're playing for fun or for a future career as a professional musician.

In the Foyle Music Centre, our Weekend School is where musical journeys begin for young people and for adults, our fun and informal classes cater for all abilities and musical styles.

Bucket-list live music experiences

Whatever kind of music you're into, you'll find it on our stages. From Bonnie Raitt to Nick Cave, Self Esteem to Thundercat. Superstar soloists like Imogen Cooper, Sean Shibe, Sir Bryn Terfel and Rebecca Bottone and guest conductors like Giovanni Antonini and Riccardo Minasi. Visiting orchestras including The Hallé, BBC Symphony Orchestra and London Philharmonic Orchestra. We work with national and local promoters, agents and publishers to bring unforgettable live music experiences to Newcastle and Gateshead.



A home for artists

We're artist led. Working with our Artistic Partners – Corinne Bailey Rae, The Unthanks, John Wilson and Sinfonia of London, Maria Włoszczowska and GemArts – and our wider musical family and networks, we lead ambitious artistic collaborations and support research and development. We facilitate learning and schools' projects and champion the work of artists on our stages and beyond.



The future of our music industry

We're committed to supporting artists and the future of our music industry. Emerging musicians get the support they need to grow – rehearsal space, professional support, commissions, training, performance opportunities or access to a network of other local musicians. There are no barriers here: whatever your background, you can access professional support.

We play a leading role in a pan-regional partnership with BBC Introducing, championing a collective approach to support artists in building sustainable careers.



Creative partnerships

We power our work through creative partnerships and collaborations to deliver unforgettable national moments for our region like BBC Proms in the North East, Mercury Prize and MOBO Awards. We work across the whole music ecosystem, supporting grassroots businesses, music hubs, cultural organisations, government, schools and universities. We lend our voice, expertise, space and creativity to national music networks and the wider music industry to champion and represent music and artists from the North.





For all the music lovers

Every year more than 2 million people join us for gigs, concerts and classes – in our own venue at Gateshead Quays, out in communities across the North East and through livestreamed performances and digital lessons.

We're firmly rooted in Gateshead, serving everyone from big city-centre crowds to those in rural communities across the breadth of our diverse region. But our reach stretches far beyond, with music that travels the country and the world – on the road, on air and online.

Our audiences are a proper mix. Loyal regulars who've been with us for years. First-timers taking a chance. Young people discovering something new. And those trusting us to hold their hand through new experiences. We use insight-led programming, fair but robust pricing and honest engagement to bring more people in and open up access. This builds long-term cultural and financial resilience for our building, audiences and artists.

Conferences and events with impact

From award ceremonies and brand launches to international events and presentations, The Glasshouse is a landmark destination for conference and events. With stunning views of the River Tyne, flexible spaces and a world-renowned setting, it regularly attracts business, political and cultural gatherings from across the UK to Newcastle and Gateshead.



Food and drink

For pre-gig pints, post-class snacks or just a brew with a view, we have six bars, a Café and a Brasserie. We place audience experience at the heart of everything we do, and our food and drink spaces are designed to be as welcoming and enjoyable as the performances themselves.



Support for our third decade

Achieving this scale of activity and ambition relies on bold, strategic fundraising rooted in long-term relationships and shared purpose. Fundraising at The Glasshouse isn't just about income targets. It's about building relationships that spark ideas, open doors and keep our work thriving.

In the past five years, we've built a strong, can-do team, raised £7m during the pandemic and now bring in over £2m each year. We're now securing support for a major campaign that invests in our building, our creative programme and our endowment.

Our Trustees champion this ambition, working with our Chief Executive Group and fundraising team to inspire philanthropy and help unlock the transformational backing needed to shape a bright musical future for the North East.

A cultural powerhouse on the Quays

Culture fuels investment, pride and places. The Glasshouse is a powerful part of that story for Newcastle, Gateshead and the wider North East.

As one of the largest Arts Council England National Portfolio Organisations, The Glasshouse plays a major role in the international cultural landscape while remaining proudly rooted in the region.

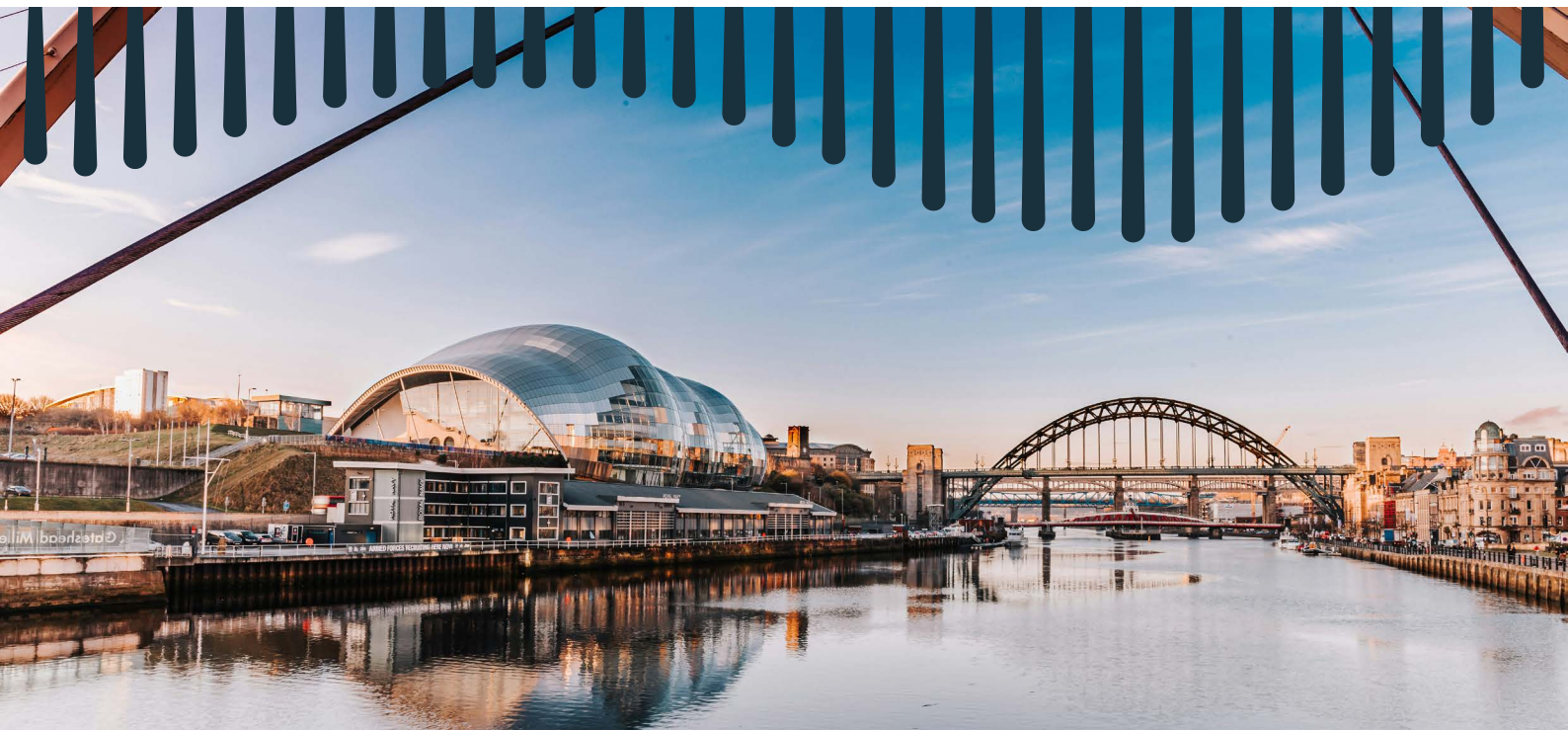
To ensure our building is here for artists, audiences, and communities for generations to come, we're planning a **£20m capital Renewal Programme** and exploring ways to develop the estate around The Glasshouse with regional partners.

This investment will modernise and strengthen our facilities, keeping them truly world-class, all while embedding sustainability at the heart of our operations.

Our home sits on the Gateshead Quays, alongside Baltic Centre for Contemporary Art, the Millennium Bridge and a skyline that has become synonymous with cultural regeneration. The Quays are now entering their own next phase of transformation, with major developments in hospitality, leisure and business set to create a vibrant destination for visitors and residents. This evolving environment offers unique opportunities to connect music with tourism, skills and economic growth.

With regional devolution gathering pace through the North East Mayoral Strategic Authority (NEMSA) the moment is right to align culture with wider ambitions for growth and inclusion. Supporting our own core mission, NEMSA aims to make the North East a centre for music, supporting new musicians, the music industry and growing the visitor economy.

Music will continue to be a powerful driver of place-making, opportunity and joy.



The Glasshouse World

Underpinning everything we do is a shared cultural foundation. One that shapes how we work, how we collaborate and how we make decisions. We call it “The Glasshouse World”.

There are two guiding principles that inform how we work together:

People first. Always.

Everyone - colleagues, artists and audiences - should feel seen, heard and respected.

Start with music. End with joy.

This is our compass, whatever the challenge, whatever the opportunity.

These principles shape every decision, every interaction and every moment.

Rooted in the North East

We're a North East organisation, shaped by the generosity, resilience and creativity of the region we call home.

Everything we do begins here, with our communities, our audiences and our unique cultural landscape. Yet our music travels far. From global artists on our stages to international collaborations, online learning, streaming and the reach of Royal Northern Sinfonia, The Glasshouse is both local and worldwide. We bring the world to the North East and we take the North East to the world.



The role

To get to grips with what the role of a trustee is, it's important to be clear what the role of the board is.

Our board helps guide and direct the work of The Glasshouse team, with an eye on the present, but also the future. So, that covers programme, audiences, finances and our people.

As a summary that includes:

- Setting the vision, mission, values and strategic direction.
- Monitoring and communicating performance against the strategy, its impact upon stakeholders and its corporate behaviour.
- Acting as the guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring compliance with all constitutional, legal and regulatory requirements.
- Ensuring that the charity's governance is of the highest possible standard.

So, the role of a trustee is an important one.

Here are the main responsibilities and commitments:

- Read information shared regularly by the CEO Office, taking time to understand the content and ask questions for anything that isn't clear.

- Hold the Chief Executive Group accountable for ensuring that our operation conforms to law and that fit and proper processes are in place.
- Help develop the strategies that underpin our business plan and hold the CEO and Chief Executive Group accountable for delivering it.
- Act as mentor or advisor to staff in areas of personal expertise, being careful to observe the distinction between non-executive and executive responsibility.
- Ensure compliance with our Memorandum and Articles of Association.
- Ensure the financial stability of the organisation.

What we need from you

We think the time commitment is about 40 hours a year. This would be spread over the following:

- Four board meetings (in person) - attending at least three meetings.
- Four sub-committee meetings (usually held on Microsoft Teams).
- One Away Day (in person).

Board papers are sent one week in advance of meetings, and we need our trustees to read them thoroughly, ask us questions and give feedback in the meeting.

It's hugely important to the role that you attend events across the year to see our work in action. You could bring your family and come to see some of our Make Music projects or take a look at our programme and enjoy a performance with a guest.

Your experience

We know that work histories alone don't express all of what someone can offer, and we encourage applications from all professional backgrounds. We hope new Trustees might help us strengthen expertise or leadership in:

- Ambitious creative programming.
- Music, creative education and skills.
- Customer experience, marketing, and communications.
- Technological transformation, both creative and organisational.
- Developing commercial and philanthropic income.
- People, culture, and safeguarding.

We welcome applications from people of all backgrounds, particularly those underrepresented in governance and the cultural sector. Different perspectives strengthen our decision-making and help ensure The Glasshouse remains inclusive, relevant and ambitious for everyone.

Additionally, we have a specific recruitment need to find a replacement for Deputy Chair and a Chair of the People Committee. We're looking for people with:

- A strategic mindset.
- Experience of dealing with large scale people change and complex people problems.
- Someone who has worked at a senior level in a large or mid-sized organisation, with accountability for senior hires, and who understands people risks and the emerging political environment.
- Potentially have worked in an HRD role.



Join us as a Trustee

**The Glasshouse International Centre for Music
– Gateshead Quays, North East England**

Join the Board of The Glasshouse as we embark on an ambitious new chapter.

The Glasshouse is a world-class venue and charity, home to unforgettable live music experiences, Royal Northern Sinfonia, a centre for music education and a thriving community of artists and music lovers. As we celebrate 20 years and embark on a bold third decade, we're seeking new Trustees to help shape what comes next.

Every year, more than 2 million people engage with our work through 400+ concerts and gigs, 10,000+ classes and workshops and digital experiences. We've contributed £1bn to the UK economy, championed talent development and made music accessible to all.

We want our Board to connect with the communities we serve and welcome applications from people of all backgrounds, particularly those underrepresented in governance and the cultural sector. Different perspectives make us stronger and help shape a more inclusive future for music.

Commitment

This is an unpaid voluntary role, as is the case for charity Trustees. Trustees are expected to attend four Board meetings each year, an annual Board away day, and approximately four committee meetings annually, depending on committee membership. Reasonable expenses incurred in undertaking the role will be reimbursed in line with The Glasshouse's expenses policy.

To apply, please send us an email outlining:

- The skills and experience you would bring to the Board.
- How you have developed that expertise.
- Why becoming a Trustee of The Glasshouse interests you.
- Any other perspective, experience or contribution you believe you could offer.

Applications should be sent to

ceooffice@theglasshouseicm.org

If you think an informal and confidential discussion would help you in your application, please get in touch with:

Lyn Carruthers, Chief of Staff

lyn.carruthers@theglasshouseicm.org

**A message from the Chair of our
Board, Andy Haldane**

