

GLASGOW
FILM / THEATRE

Trustee Pack 2026



Welcome from the Board of Trustees

Thank you for your interest in joining the Board of Glasgow Film.

I consider it an honour and a privilege to be Chair of an organisation that stands as a symbol of all that Glasgow represents. As Trustees, we are not simply overseeing an organisation, we are custodians of a legacy. Since its origins in 1939, Glasgow Film Theatre (GFT) has stood for something distinctive: the belief that cinema can open minds, broaden perspectives and bring people together across cultures, backgrounds and experiences. That founding vision continues to shape everything we do today, and feels more vital than ever in a time marked by global uncertainty, polarisation and the spread of misinformation.

Recently, GFT passed through an important period of reflection and renewal. In 2024, we marked three significant milestones: 85 years since our building first opened, 50 years of Glasgow Film Theatre, and the 20th edition of Glasgow Film Festival, each a testament to the enduring cultural, social and economic impact of our work.

Alongside this, we have successfully navigated a period of leadership transition, welcoming a new Chief Executive at a pivotal moment for the

organisation. With that transition comes a renewed sense of direction, clarity and ambition.

We are also building on a strong financial and strategic foundation. Through close partnership with our public funders, including Creative Scotland and Screen Scotland, we have secured approximately £3.6 million in multi-year investment for a three-year period from 2025/26, providing vital stability as we move into the next phase of our development.

Our current Business Plan (2025–2028) sets out a clear and ambitious path: to stabilise and strengthen our financial position, invest in our people and infrastructure, and drive forward new strategies in fundraising, audience development and sector leadership. It reflects both the challenges we face and the opportunities ahead, from capital development to expanding our reach and impact.

At Board level, our role is to provide stewardship, direction and accountability, to safeguard the organisation's mission while enabling it to grow and evolve. This means navigating complexity, supporting the Executive team and ensuring that our decisions are grounded in our core values of community, authenticity and sustainability.



Glasgow Film is now one of Scotland's leading cultural institutions, encompassing GFT, Glasgow Film Festival and Film Hub Scotland. Together, these form a vibrant cultural and industry ecosystem, one that supports filmmakers, connects communities and ensures that cinema remains accessible to all.

We are therefore seeking Trustees who bring not only expertise, but perspective, curiosity and a willingness to contribute to something bigger than themselves. Individuals who understand the importance of culture in society, and who are motivated to help shape the future of an organisation that continues to play a vital role in Scotland's cultural life.

In joining the Board, you will become part of a collective effort, one that is committed to safeguarding a vital cultural space while actively shaping its next chapter.

We look forward to hearing from you.

Yahya Barry
Chair of Glasgow Film Board



Yahya Barry (Chair of Glasgow Film Board)



GYFF Young Programmers

About Us

Since 1939 our iconic picture house has been a jewel in the crown of Glasgow's cultural offering: a purpose-built cinema in the heart of the city, created for the most enthusiastic filmgoers on the planet.

Under the stewardship of Glasgow Film for half a century, our screens show new releases, thematic seasons, rarely screened classics and undiscovered gems, expertly curated by our in-house programming team. Alongside our many programming partners we champion underrepresented filmmakers as well as all-too-often overlooked cinema from around the globe. We have meticulously modernised our film technology whilst honouring our rich cinema heritage and our commitment to the unique craft of 35mm and 70mm film projection. We've invested in a world-class film-going experience, including vital accessibility features to support all audiences, and our refurbished art deco interiors make every casual visit feel like an occasion.

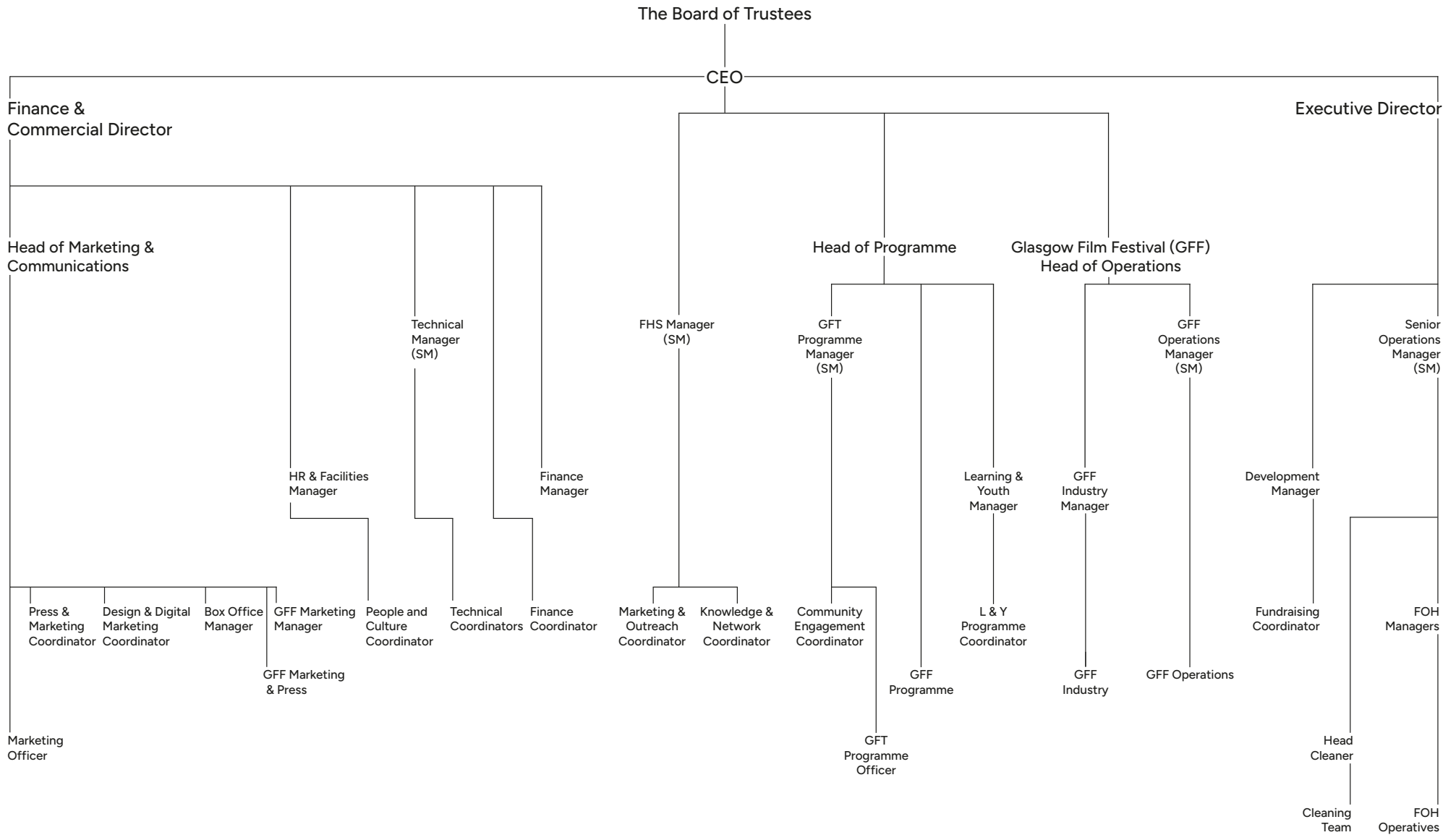
As a registered educational charity since 1986, Glasgow Film has evolved from a single screen cinema into a thriving three screen hub of activity where children, families, and young people can learn about film, communities can come together, and filmmakers of the future can develop their careers. We recently celebrated the 22nd edition of the renowned Glasgow Film Festival, a legacy that has widened our international reach and helped to nurture our dedicated and diverse film-going community that celebrates cinema in all its technicolour (and monochromatic) glory.

We offer something truly special: an inclusive and welcoming space where everyone can nurture their passion for film, delivered by a passionate and knowledgeable team who believe in Cinema For All.

We exist to celebrate the magic of film and without us, independent cinema in Scotland would be greatly diminished, losing much of its depth and diversity. People from all walks of life join us to experience films, both new and classic, the way they were meant to be.



Organisational Chart



SM - Senior Manager
FOH - Front of House

Vision Statement

Our vision for Glasgow Film is an inclusive, collaborative space where audiences and communities can nurture their passion for cinema and film, and be empowered through participation in our programmes. Everyone is welcome and everyone is included. This is 'Cinema For All'.

Mission Statement

Glasgow Film's charitable mission is to provide 'Cinema For All'. We exist to celebrate the magic of film and nurture excellent independent cinema from across the globe.

To do this we provide high-quality programmes of curated screenings, events and industry opportunities; we empower our communities to participate through education and outreach initiatives; and we develop sector-leading equalities initiatives to ensure cinema is accessible, safe and welcoming for the widest possible audience.



Edgar Wright at Glasgow Film Theatre

Our Values

Community

This means that we will value, nurture and grow the Glasgow Film community of film fans, staff, supporters, industry and young people. We will have a positive impact in our community and build meaningful relationships with local people and local organisations as well as national and international networks. We will prioritise equality of access, and work to tackle the consequences of systemic racism and inequalities that negatively impact the screen sector and fair access to the arts and culture.

Authenticity

This means we are genuine, honest and transparent with our audiences, our stakeholders and with each other as colleagues. We will behave ethically, with purpose, mindfulness and integrity in our everyday activities. We will celebrate our important history and strong identity. We know who we are, and our mission and purpose is clear.

Sustainability

This means we will future-proof Glasgow Film for future generations through strong governance, expanding the diversity of our communities and reducing our carbon impact. We will continue to learn how to work more sustainably and imbed good environmental practices across all areas of our organisation.

We hope that this important but demanding role appeals to you and look forward to receiving your application to become a Trustee of Glasgow Film.

Yours sincerely,

The Board of Trustees



Kezia Dugdale and Jacinda Ardern at Glasgow Film Theatre

The Opportunity

Glasgow Film is looking for new Trustees to support the Executive and Board at this pivotal moment for Glasgow Film. Glasgow Film is also gearing up to launch a major capital fundraising campaign.

We are seeking trustees with the requisite experience in high-level advocacy and influencing, the contacts and networks to help Glasgow Film secure and grow investment from major public stakeholders and new private supporters. The trustees will help guide and support the Executive and Board through what will be a fast-paced and challenging 3-5 year period, with a specific focus on financial sustainability and capital development. We are looking for people who bring a diverse range of experiences and ideas to the organisation, and who are strategic thinkers. We are interested in hearing from anyone who is drawn to these roles, and is passionate about securing the future of Glasgow Film for generations to come.





Jessie Buckley at Glasgow Film Festival

We have also identified the following areas as gaps in our current shared skill set:

- **Philanthropy and Corporate Sponsorship:** You will have the opportunity to support the development of our fundraising efforts, particularly through high-level professional experience and/or networks that can help secure new investment and partnerships.
- **Capital Development / Sustainable Buildings:** You will have the opportunity to support our planned capital ambitions, including experience of major projects, ideally within cultural or heritage contexts, and knowledge of sustainable buildings and Net Zero strategies.
- **HR and People:** You will have the opportunity to help ensure that Glasgow Film is a brilliant employer, embedding the principles of Fair Work and supporting an inclusive organisational culture, staff wellbeing and employment best practice.
- **Finance and Accounting:** You will bring strong financial expertise to support oversight of financial performance, risk and long-term sustainability.
- **Industry Networks and Strategic Relationships:** You will bring connections and insight into the UK and Global screen sector, helping to strengthen relationships with influential industry professionals, national partners, funders and industry bodies.
- **Trade Unions and Industrial Relations:** You will bring experience of working with or alongside trade unions, supporting constructive engagement and understanding of workforce dynamics within the sector.
- **Digital, Technology and AI:** You will bring insights on digital transformation and emerging technologies, including AI, grounded in an understanding of their potential as well as important ethical issues, helping inform future strategies.



All trustees will act as champions of Glasgow Film, helping us to extend our networks and relationships, contribute at a strategic level to business planning and, most importantly, help ensure that we continue to drive forward our mission of 'Cinema For All', making significant progress in our commitments to equity, diversity and inclusion.

Time commitment: A minimum of four Board meetings per year. Beyond attending meetings, we expect a high level of engagement and contribution to address our strategic challenges, with the opportunity to support Glasgow Film with advocacy at strategic events and screenings across the year.

The initial term of office is from August 2026 to August 2029. Board members may then agree to serve a second three-year term.

Remuneration: This role of Trustee is voluntary. However, to mitigate potential barriers, any relevant expenses (for example childcare costs or BSL) will be covered.

Application Process

Stage 1 - Formal application

Please send with a one-page written statement that simply and clearly outlines your reasons for applying, a copy of your current CV (if you have one) and the contact details for two references, to Caroline.Rice@GlasgowFilm.org. Please also complete the Equal Opportunities monitoring form [here](#).

The deadline for applications is end of day Sunday 31 May.

Stage 2 – Shortlisting

Applications will be reviewed and shortlisted by the Board Development Committee and Seonaid Daly (Chief Executive Officer). Shortlisted candidates will be invited to attend an informal interview later in June (either in person or online depending on circumstances.) This is a chance for both parties to ask questions.

Stage 3: Observation and Appointment

Successful candidates will then be invited to observe a Board meeting before being formally appointed to the Board at the following meeting.



James McAvoy at Glasgow Film Festival

Training and Support:

You do not need to have previous Board experience or fully understand charitable law, regulations and your specific legal responsibilities.

You will be:

- Supported by the Executive through an induction
- 'Buddied' with another Board member
- Given the opportunity to join staff meetings, where possible, to get to know the team and organisation
- Offered training opportunities through bodies like Culture Business Scotland or SCVO (Scottish Council for Voluntary Organisations) to help you build your skills and confidence as a Board member





Adura Onashile and Lynne Ramsay at Industry Focus

Glasgow Film at a Glance

GFT has been leading the way in independent cinema for over 50 years. Our three screens show 100% specialised titles, first run world and independent cinema, artists' experimental work, issue-based programmes, thematic seasons, repertory programmes, Scottish produced work, festivals, and a programme of event cinema and live broadcast.

We provide an independent film programme for diverse audiences, including specific family, youth and equalities focused initiatives.

GFT opened as a single screen cinema over 50 years ago and has now become Scotland's best attended independent cinema as well as a leading film education charity.



Glasgow Film is...

- GFT (Glasgow Film Theatre), Glasgow's year-round centre for film-lovers.
- Glasgow Film Festival (GFF), the launching pad for the best of international and Scottish cinema, and Scotland's flagship film festival.
- Glasgow Youth Film Festival (GYFF), one of the most innovative youth film festivals in Europe.
- Learning and Youth Opportunities, providing children, young people and teachers with the tools and opportunities to get involved in Glasgow's film culture.
- Community Engagement and Equalities, providing an independent film programme for diverse audiences.
- Film Hub Scotland, supporting a network of over 254 film exhibitors serving Scotland's diverse population.

Glasgow Film has a proud history of diverse programming, community driven partnerships and developing sector-leading equalities initiatives.

We believe that everyone has the right to freely participate in the cultural life of the community, and to enjoy the arts and its benefits.

Glasgow Film is committed to the Scottish Government's Fair and Inclusive Workplaces Policy and advancing the Fair Work First criteria, including paying the real Living Wage and ensuring Effective Voice conditions.



Governance Context

The Board of Trustees is the governing and legally responsible body of Glasgow Film Theatre. The charity is registered as The Glasgow Film Theatre (also known as GFT), trading under the following names: Glasgow Film, Glasgow Film Festival (GFF), Glasgow Youth Film Festival (GYFF) and Film Hub Scotland (FHS). A company limited by guarantee, registered in Scotland (No SC097369) and registered with the Office of the Scottish Charity Regulator (No SC005932) and is governed by a memorandum and articles of association. The Trustees of the charity are also Non-Executive Directors of the company. Glasgow Film operates within the regulatory frameworks for companies and charities.

In line with charity regulation, the names of charity trustees are also published on the Scottish Charity Register (OSCR), unless there is a specific and approved reason for exemption. Prospective Trustees should be aware that these requirements form part of the role.

New Trustees are offered a structured introduction to Glasgow Film and its governance. Glasgow Film aims for excellent standards of governance that are appropriate to its operating context and resources.

Role and Composition of the Board

The Board provides strategic direction and sets overall policy and goals, evaluates performance against agreed targets. The Board is responsible for ensuring the charity's objectives are adhered to and that appropriate mechanisms are in place to protect its assets.

The day-to-day operation of the charity is delegated to the CEO and Executive Management team. The Board provides support through expertise and guidance whilst ensuring effective management controls are in place and developed. We currently have three sub-committees: the Finance and Audit Committee, the Board Development Committee, and the Capital Committee.



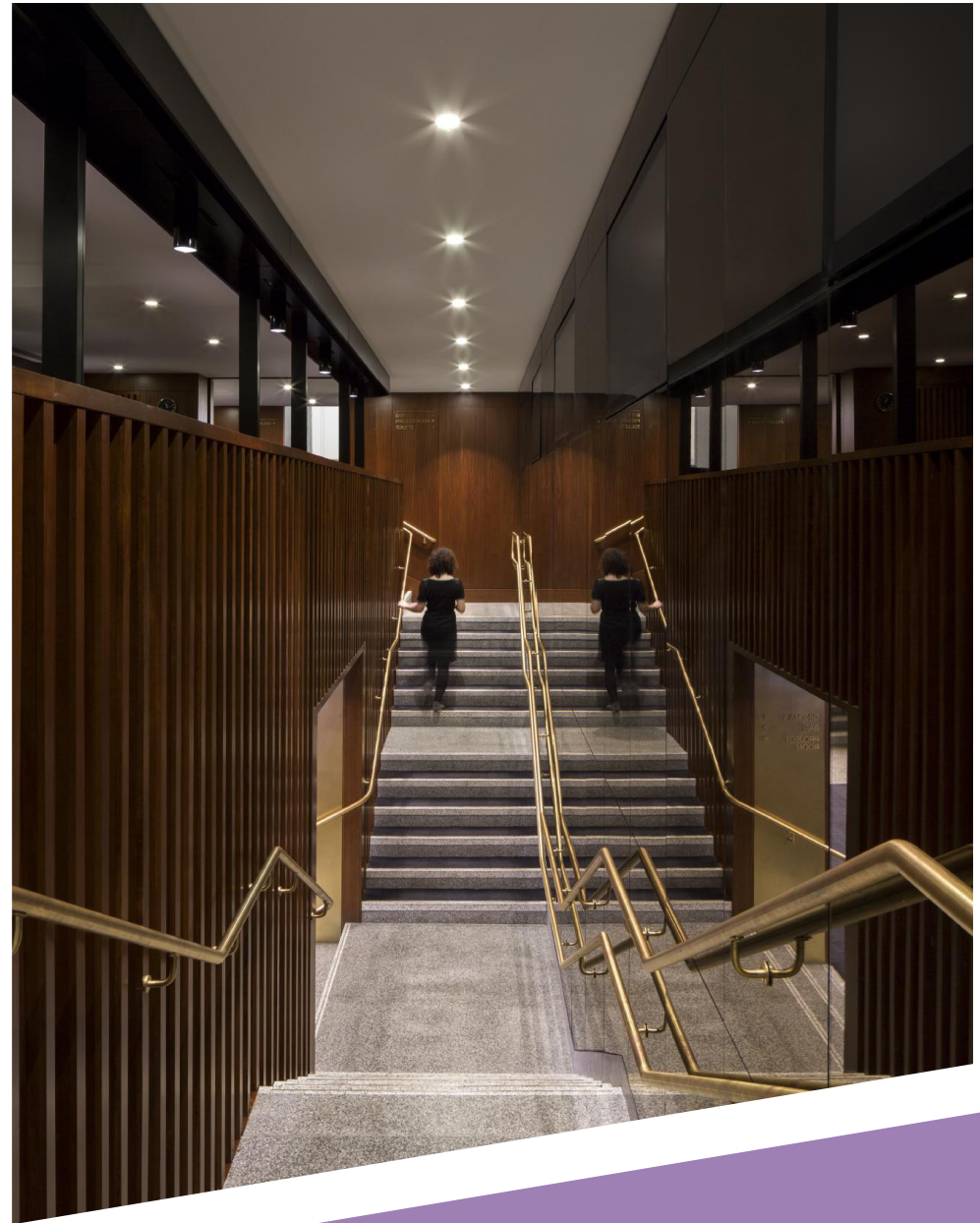
Role of the Trustee

All charity trustees have legal duties and responsibilities under the 2005 Act. These include the requirements that:

1. **You must act in the interests of the charity:**
 - You must seek in good faith to ensure the charity operates in a manner consistent with its purposes
 - You must act with care and diligence
 - You must manage any conflict of interest between the charity and any person or organisation who appoints charity trustees

2. **You must comply with the specific duties of the 2005 Act, including:**
 - Charity details on the Scottish Charity Register
 - Report any charity changes to OSCR
 - Maintain financial records and reporting
 - As charity trustees you are responsible for taking control of how your charity raises funds
 - Provide charity information to the public that publicises charitable status and governing documents

Full details of the 2005 Charities Act and Trustee duties can be found [here](#)

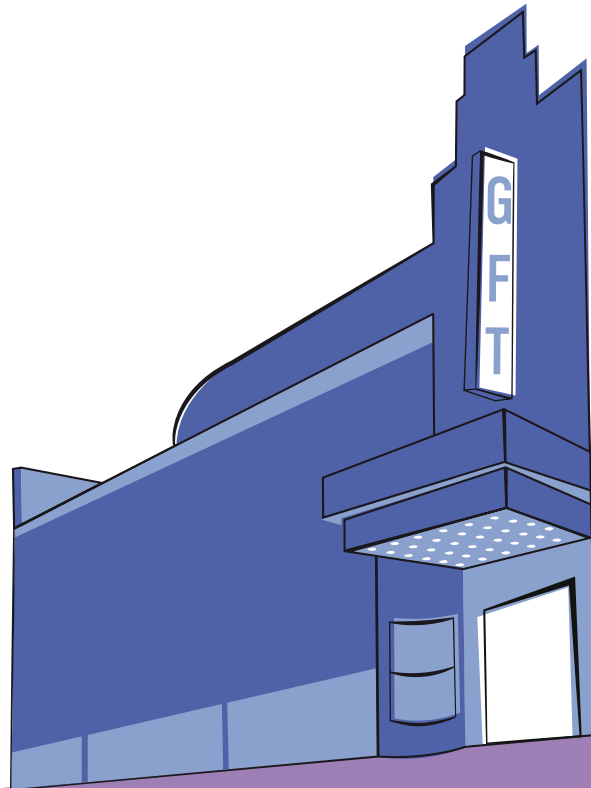


Trustees of Glasgow Film must:

- Commit to good Board attendance, to read papers in advance and contribute constructively and consistently
- Demonstrate commitment to our equalities, diversity and inclusion policies
- Demonstrate commitment to our environmental and sustainability policies
- Appoint the CEO and support the employees
- Protect and manage the assets of the organisation, ensure the financial stability of the charity and the proper investment of its funds
- Contribute to sub-committee meetings as appropriate
- Learn about the activities of Glasgow Film and research external issues that may affect its future



Viggo Mortensen at Glasgow Film Festival



Glasgow Film Theatre (GFT) is registered in Scotland No. SC097369 with its registered office at 12 Rose Street, Glasgow G3 6RB. GFT is a company limited by guarantee and is registered as a charity (No. SC005932) with the Office of the Scottish Charity Regulator.

Funded by
SCREEN SCOTLAND
SGRÌN ALBA