

Report for: Leader of the Haringey Council - Cllr Peray Ahmet

Item number: 6

Title: Appointment of New Trustees for Haringey Culture Collective

Report authorised by: Jess Crowe, Corporate Director of Culture, Strategy & Communities

Lead Officer: Kenneth Tharp, Director of Culture and Communities

Ward(s) affected: N/A

**Report for Key/
Non-Key Decision:** Non-Key Decision

1. Describe the issue under consideration

1.1 This report seeks the Leader's approval to appoint two new Trustees to the Board of Haringey Culture Collective (HCC), in line with recommendations made by the HCC Board of Trustees. It also gives notice that an open recruitment process for additional Trustees has been initiated, with a view to returning recommended candidates for Council approval in May 2026.

2. Cabinet Member Introduction

N/A

3. Recommendations

It is recommended that the Leader:

3.1. Approves the appointment of Emete Kirton and Marcus Davey to the Board of Trustees of Haringey Culture Collective, as recommended by the existing Board of Trustees.

3.2. Notes the initiation of an open recruitment process to appoint further Trustees to the Board.

3.3. Agrees that the recommended candidates from the open recruitment be brought back for Council approval in May 2026.

4. Reasons for decision

4.1. The Haringey Culture Collective (HCC) Board was originally established with five Trustees comprised of three Council officers and two independents. The intention has always been to review the skills and expertise required to

oversee the London Borough of Culture delivery and to expand the Board accordingly.

- 4.2. A full skills audit has been carried out by the existing Trustees, identifying gaps in areas such as cultural leadership, community representation, and specialist expertise. The Board agreed on both the targeted appointment of suitable individuals and the initiation of an open recruitment process to ensure transparency and representation.
- 4.3. Appointments of members of the public to boards of Council-owned companies and charities fall under the Leader's delegated authority, in accordance with the Council's Constitution, and must be based on recommendations from the organisation's governing board.
- 4.4. Trustees are unpaid and as such this decision does not incur significant expenditure nor create financial implications for the Council. It therefore does not meet the threshold for a key decision, as it does not involve significant cost to the Council or impact communities across two or more wards.

5. Alternative options considered

- 5.1. Do nothing. This option was rejected as the skills audit confirmed that not expanding the Board would limit the HCC's capacity to govern effectively and deliver the London Borough of Culture 2027 programme.
- 5.2. Only undertake open recruitment without targeted appointments. This option was rejected because two candidates with critical, needed expertise have already been identified and approved by the Board through its established governance.

6. Background information

6. 1. In July 2025, Cabinet approved the creation of Haringey Culture Collective (HCC) as a charitable company limited by guarantee to deliver the London Borough of Culture 2027 programme. The Cabinet report highlighted that the scale and ambition of the programme required a bespoke and agile delivery vehicle, capable of forming new partnerships, managing external funding, and ensuring both Council oversight and independent sector leadership.
- 6.2. The governance model agreed by Cabinet included the Council retaining sole membership and appointment rights while ensuring the Board included independent cultural experts able to scrutinise and guide the programme. Officers emphasised the need for independent Trustees with specialist knowledge to support the complexity and diversity of the programme, which aims to work with over 600 creatives and engage more than 300,000 residents across the borough.
- 6.3. The proposed appointment of Trustees follows a skills audit completed by the existing Board and sits fully within the governance framework set out in the Articles of Association for the Charity and the Master Collaboration

Agreement between the Council and HCC. These appointments strengthen the Board's ability to provide robust oversight of a major cultural programme.

6.4 Proposed Appointees

6.4.1. Appendices 1 & 2 contain the biographies of the two recommended appointees, Emete Kirton and Marcus Davey. A summary of their skills and experience is listed below:

6.4.2. Emete Kirton - Art Director and Partner at HATO Studio and HATO Press. Emete brings strong strategic design experience, a proven track record in inclusive cultural projects, and is locally rooted as an N17 resident. Her background across fashion, food, design, and community-led creative ecosystems provides substantial benefit to the Board's skills profile.

6.4.3. Marcus Davey - Former Chief Executive and Artistic Director at the Roundhouse. Marcus brings over 25 years of senior cultural leadership, expertise in large-scale creative governance, and a strong connection to Haringey through long-term residency and engagement with the borough's music and youth arts services.

6.5 Open Recruitment

6.5.1. The HCC Board has initiated a public recruitment campaign seeking up to two additional Trustees. The process is designed to ensure the Board reflects the "Rebel Borough" spirit, prioritising transparency, collective action, and fearless community leadership.

Priority areas identified include:

- Legal expertise
- Financial expertise
- Community representation, including priority groups (Latine; Black British/African/Caribbean; Turkish/Kurdish heritage; LGBTQI+; disabled residents; and local residents more broadly)

6.5.2. Trustees hold ultimate legal responsibility for the charity, ensuring the organisation fulfils its purpose while adhering to a strict duty of care and prudence. The commitment involves:

- Strategic Oversight: Four board meetings per year
- Compliance: Ensuring all financial and organisational decisions are made in the best interests of the charity and the borough.
- Advocacy: Acting as a "critical friend" and ambassador for Haringey's cultural future.

6.5.3. The open call for recruitment closes on 20 April 2026.

7. **Contribution to the Corporate Delivery Plan 2024-2026 High level Strategic outcomes?**

- 7.1 These appointments support the Council's strategic aims under Theme 7 of the Corporate Delivery Plan: a Culturally Rich Borough, around:
- Expanding cultural opportunities
 - Strengthening community engagement
 - Delivering the London Borough of Culture 2027 as a flagship inclusive programme

8. Carbon and Climate Change

- 8.1 There are no direct environmental impacts as this decision relates only to governance appointments.

9. Statutory Officers comments (Director of Finance, Procurement, Director of Legal and Governance, Equalities)

9.1 Finance

There are no direct financial implications arising from this report.

9.2 Procurement

Strategic Procurement note the contents of this report and confirm there are no procurement related matters preventing the Leader approving the Recommendations stated in paragraph 3 above.

9.3 Legal

There are no direct legal implications arising from the recommendations contained in this report. The proposal to increase the number of Trustees on the HCC Board by way of a Leader decision as set out in this report, is permitted under paragraph 3.6 of Section C PART THREE of the Council's Constitution.

9.4 Equality

- 9.4.1. The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

The obligations of the Equality Duty are strongly reflected in the principles, themes, objectives and programmes planned for Haringey's London Borough of Culture.

The programme's target groups include:

- Black Caribbean heritage and Black British
- Turkish / Kurdish
- Latin-American
- LGBTQ+
- Young People
- D/deaf and Disabled

The Heritage element of the programme will celebrate Haringey's historic and continuing commitment to promoting and fighting for equality and people's rights across all protected characteristics. The focus on opening up opportunities in the creative sector to disadvantaged Haringey young people enables the Council to tackle challenges and inequities associated with socio-economic status. Overall, the programme's emphasis on community and bringing groups together to share and celebrate diverse cultures will contribute to improved community cohesion and realisation of the Borough Vision 2035: a borough where everyone can belong and thrive.

9.4.2. The London Borough of Culture requires governance structures that understand and represent the borough's cultural, ethnic and LGBTQ+ diversity. The recommended Trustees bring relevant experience in inclusive cultural practice and youth-focused creative development, strengthening the Board's ability to make decisions informed by the needs of diverse communities. The forthcoming open recruitment round, which prioritises under-represented groups and local residents, will further ensure that the Board reflects the borough's diversity, in line with the governance expectations set by Cabinet in July 2025.

9.4.3. These actions support the Council's Public Sector Equality Duty by promoting inclusive representation, widening participation in cultural decision-making, and helping to eliminate structural barriers to cultural engagement across Haringey.

10. Use of Appendices

10.1. Appendix 1 contains biographies of the proposed two new trustees, Emete Kirton and Marcus Davey.

11. Background papers

11.1. 15 July 2025 Cabinet Decision report and appendices: London Borough of Culture 2027 Delivery Arrangements: Creation of a Charitable Company Limited by Guarantee:
<https://www.minutes.haringey.gov.uk/mgAi.aspx?ID=82800>