



THE
ROMAN
BATHS
BATH

Trustee Recruitment Pack

THE
ROMAN
BATHS
FOUNDATION

Bath & North East
Somerset Council

Improving People's Lives

A Message from The Chair of The Board of Trustees

Thank you for your interest in joining the Board of Trustees of The Roman Baths Foundation, an independent charity established in 2015.

The Roman Baths is an award-winning museum and ancient monument with a designated on-site collection, located in the heart of the UNESCO World Heritage City of Bath. In 2023, we welcomed 1 million people to our historic site, including over 5,000 schools.

There is nowhere else like the Roman Baths. It has the hottest geothermal spring in the UK, some of the finest Roman remains in Northern Europe and has a continuous flow of millions of people bringing their experiences and cultures to shape its story through the ages.

It is a gathering place of remarkable significance where people come to experience the past and walk in the footsteps of our ancestors. Taking care of the Roman Baths and all it encompasses is essential if we want future generations to continue to benefit from it.

Alongside its geological and archaeological importance, the Roman Baths is a lifeline for some of the most vulnerable in our community. Run by Bath & North East Somerset Council it is a re-distributive tourism business with the profit made at the site each year used to help support those that need it most across the county.

Our purpose at the Foundation is independent from the Council and our primary focus is on fundraising and advocacy to ensure the long-term sustainability of the site.

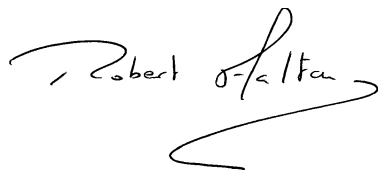
New trustees will join our Board at an exciting time. Following the successful completion of a significant capital project in 2022, which culminated in the opening of the new World Heritage Visitor Centre and the Roman Baths Clore Learning Centre for schools and the local community; now we are dedicated to broadening our outreach, enhancing our impact, and re-evaluating established perspectives on Roman Britain and the city of Bath.

With this in mind, we are looking for applicants who not only have the right blend of relevant skills and experience to fulfil the role of trustee but who are genuinely enthused by our site collection and history and by this unique opportunity.

Our aim is to recruit up to six new trustees over the next year. We are particularly looking for new trustees with experience in fundraising/philanthropy, marketing/communications, finance/accounting, business and commerce, classical history, in particular Roman Britain, and sustainability.

Previous trustee experience is not necessary, and we would welcome potential trustees from all backgrounds and experience.

If you would like to be part of a friendly and ambitious board and are inspired by our vision and our plans for the future, we would love to hear from you.



Robert Halton
Chair of Board of Trustees

If you have any questions about this pack, please contact foundation@bathnes.gov.uk





There is nowhere like The Roman Baths

A gathering place for millennia where nature's power can be felt in every footprint, a visit to The Roman Baths is a unique experience – a chance to immerse yourself in a journey through human history and connect you to a legacy that flows through time.

Behind the Roman remains, historic collection, and unique hot spring, The Roman Baths has a deep sense of community. It has served people throughout history, enriching the lives of the many who have experienced it.

From those who built and bathed here, to those who excavated and revealed the hidden secrets beneath the city, from the visitors who today marvel at its story, to the most vulnerable in our community helped by the income it generates – The Roman Baths enriches lives.



“This is one of the best trips I’ve ever been on as a class teacher. The day was organised brilliantly, and the workshops were very educational. Your investigation zone is super! The children haven’t stopped talking about it. We’ll be back next year, for sure.”

Local Bath School

That's why we take care of it. We are champions of its history, creators of a better present and contributors to its future - making sure this remarkable place continues to benefit us all for generations to come.

We support Heritage Services in the achievement of their Vision and Mission.

Heritage Services is part of Bath and North East Somerset Council (B&NES). It is a long-established and successful heritage operator running the heritage portfolio in the Council's care including The Roman Baths and Pump Rooms, the Victoria Art Gallery, Bath Record Office and Bath World Heritage Centre and, until recently, the Fashion Museum Bath which is currently closed for a major capital project.

Vision:

Bath Heritage Services' strategic vision is to *Learn from the past, understand the present, shape the future.*

Mission:

Bath Heritage Services' mission is to:

- Create memorable, relevant and emotionally charged experiences for local, national and international audiences
- Conserve the monuments, buildings and collections in our care
- Be supporter-centric by building long-term, mutually beneficial relationships with people who engage with us
- Act commercially to generate significant income from our activities and work to contribute to the wider economic prosperity of the region
- Offer an unparalleled customer experience for everyone
- Be a leader in sustainable and responsible practice in the Museums, Heritage and Archive sector



The Roman Baths team strive to bring the vision to life every day and we do this through the following:

Our communities

The Roman Baths is a special place for both local and global communities. For residents, it is not only a source of pride and cultural engagement but a vital contributor to council services. Profits generated by The Roman Baths directly support essential local services and programs, ensuring that the benefits of this historic site extend far beyond its walls. From free access for local school groups to funding key council activities such as Children's Services, the revenues generated play a vital role in enhancing the quality of life for people living in Bath and North East Somerset.

The Roman Baths offers rich learning opportunities, from school visits to academic collaborations, inspiring future generations about history and archaeology. The Roman Baths engages with cultural and creative groups, fostering partnerships to bring history to life. Beyond this, it attracts a global community of visitors and advocates, whose continuing interest helps maintain its status as a world-class heritage site.

Our collection

For millennia, people have journeyed to, gathered and sought sanctuary at the hot springs, leaving behind remarkable traces of their lives. Our collection brings these stories to life, containing thousands of archaeological finds from pre-Roman and Roman Britain – from the Mesolithic flint tools uncovered near the sacred spring, to the iconic sculpted bronze head of the Goddess Sulis Minerva; from intricately carved Roman gemstones and religious offerings cast into the sacred waters, to the Victorian spa equipment that highlights the lasting appeal of this unique site through the ages.

As guardians of The Roman Baths' future, the team continually seeks new, inventive, sustainable ways to preserve and expand the collection, creating a space where every visit has purpose, and every encounter is meaningful.

<https://www.romanbaths.co.uk/collection>



Learning and research

Learning and research are at the core of everything, from school groups whose enthusiasm for history is sparked right before their eyes to scholars and researchers applying insights from the past to shape the future. The collection is a key resource for academic inquiry, offering invaluable insights into Roman engineering, material culture, and the geological history of the natural hot springs. Researchers explore a wide range of topics, from the Baths' geothermal spring to Roman religious practices and the society of Roman Britain, using resources such as excavation reports, drawings, and inscriptions.

The Clore Learning Centre, a former Victorian spa laundry, provides a dedicated space for educational activities, hosting school and community groups to learn about history and heritage in a hands-on and accessible way. From handling real artefacts and walking on pavements where the Romans walked 2000 years ago, to real life archaeological excavations in the underground Investigation Zone surrounded by real Roman remains – activities inspire curiosity about daily life in classical Bath.

<https://www.romanbaths.co.uk/learning-hub>

The Role of The Roman Baths Foundation

The Roman Baths Foundation is a registered charity set up in 2015, whose purpose is to support the preservation, conservation and education aspects of the monument. Our work primarily focuses on fundraising and advocacy to ensure the long-term sustainability of the site. We work closely with the Roman Baths' Heritage Services team but we do not have direct involvement in day-to-day management and operations and are independent from the council.

Foundation initiatives include financing restoration and educational projects as well as conservation efforts, community engagement, and promoting the site as a historical and cultural resource. We support curatorial endeavour to reveal new and underrepresented narratives and champion projects that make these accessible through activities and events for all. We contribute to projects that advance knowledge, continually challenge and question using lessons from the past to shape the future, through research and scientific exploration.

The Foundation works to enhance public understanding of The Roman Baths and enable people to connect with the past, by protecting and preserving the site, as well as supporting the interpretation of the collection for as wide an audience as possible.

The current board

The current board of trustees for The Roman Baths Foundation includes a group of experienced individuals with a shared passion for The Baths together with diverse expertise:

David Baker A member of the Roman Baths staff team and longtime Bath resident with a background in teaching and a focus on local education.

Elizabeth Kyd A former partner at Clarke Wilmott solicitors' Bristol Private Client team specialising in Wills, Trusts and Estate planning.

Peter Davenport A former senior field archaeologist and director of excavations at Bath Archaeological Trust, with deep knowledge of Bath's archaeology and The Roman Baths.

Peter Turner A former chartered engineer and Bath Councillor who now works as a business mentor and climate change advocate.

Robert Halton (Chair) Former chief people officer at Burges Salmon law firm, with a personal interest in Roman archaeology.

Siân Macdonald A primary school teacher with a background in public relations and journalism, who is passionate about children's reading and storytelling.

<https://www.romanbaths.co.uk/our-trustees>



Trustee Person Specification

We are looking for new Board members to join us who can:

- Challenge and progress our strategic plan
- Support the Executive Officers in delivering it
- Support stakeholder engagement and fundraising

We have identified 6 specific areas of skills and experience which we currently need on our Board:

We are particularly looking for new trustees with experience in the following:

- Fundraising, particularly around philanthropy and giving
- Finance/Accounting
- Marketing and Communications
- Business and Commerce, particularly around generating income
- Sustainability
- Classical history in particular Roman Britain

In addition to the statutory duties of a trustee and the skills and experience listed above we are looking for people who can meet the following requirements:

- Willingness to devote the necessary time and effort needed to discharge the responsibilities of this role
- Strategic vision and good judgement
- Good listening skills together with a willingness to speak your mind
- Ability to work effectively as part of a team
- Knowledge and understanding of charity governance
- Adherence to the Nolan Principles of public life i.e. selflessness, integrity, objectivity, accountability, openness, honesty and leadership

We are keen to hear from applicants with a wide range of backgrounds and experience to provide a balanced and effective Board. We want to broaden the diversity of our Board and welcome candidates that can contribute a diversity of representation and thinking.

How to Apply

Before applying to be a trustee, you may wish to have conversations with either Robert Campbell, Director of Heritage and Culture Services Robert.Campbell@bathnes.gov.uk or Robert Halton, Chair of the Board of Trustees rmhalton@icloud.com

Applications should then be sent by email to foundation@bathnes.gov.uk

The closing date for applications is 30th March.

Your application should include:

- A CV including a full employment history showing responsibilities held and relevant achievements; an email and mobile phone number.
- A covering letter (1 side of A4) telling us why you are interested in being a trustee at The Roman Baths Foundation and what skills you would bring to the Board.

Please do not hesitate to get in touch and we look forward to hearing from you.

If you have any questions about this pack, please contact foundation@bathnes.gov.uk



The Roman Baths Foundation (the Foundation) is a registered Charity (Reg No.1163044). You can access our Charity Commission record and read our annual accounts by visiting the Charity Commission website.

