

TRUSTEE PACK

THEATRE
CENTRE



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

HELLO

Thank you for your interest in becoming a Trustee for Theatre Centre.

This pack is designed to give all the information you need, whether you have been a Trustee before or if this is the first time you have considered joining a Board. We hope that being a Trustee at Theatre Centre will be a positive, rewarding, and enjoyable experience for you while making make an important contribution to our work.

If you share our vision of empowering young people through theatre and creativity, and of making the arts accessible to all young people, particularly those who are excluded and underrepresented, we'd love you to consider joining our Board of Trustees.

This Pack will tell you about:

- About Theatre Centre
- Our Mission and Values
- Our Touring Work
- What is Future Makers?
- Roles and Responsibilities
- What Are We Looking For? and What You Might Bring?
- Access, Representation, and Inclusion
- How to Apply





ABOUT THEATRE CENTRE

We're more than a theatre company; our practice produces a 'creative circular economy' that places young people at the heart of Theatre Centre, empowering them in their own terms to use their voices and ideas to create change in the world.

Alongside commissioning new writing from trailblazing writers and touring directly into schools and theatres UK-wide, we run our year-round **Future Makers** programme to bring young people, artists, and teachers together as creative collaborators and skill sharers.

We see access, equality, and representation as foundations of a fair society and work to dismantle exclusion and systemic injustice. We prioritise areas that are systemically underserved and excluded, removing economic and social barriers, and working where young people can benefit most. We celebrate the true creative diversity only the widest access can bring.

We're proud to have a strong community of teachers, to provide access to professional artists as collaborators and to advocate strongly for the power of creative approaches in education. As an acknowledged specialist in the theatre ecosystem, we're a connector and enabler, linking young people, schools, teachers, artists, and communities.

Founded in 1953 by Brian Way and Margaret Faulks, we've been a vital catalyst for youth leadership, activism and creativity for 70 years. Join us to create a better world through theatre.

We are an Arts Council England National Portfolio Organisation, ITC Ethical Manager, a member of Stage Sight, a Living Wage Employer, and a Disability Confident Employer. We use the Theatre Green Book and Anti-Racism Touring Rider and are a signatory of the Anti-Ableism Pledge and of Unlimited's #NothingforNothing campaign.

www.theatre-centre.co.uk

"Theatre Centre was the first place that showed me I could be a writer and gave me the belief that I had something to say."

Roy Williams OBE, Patron

OUR MISSION & VALUES

Our **mission** is to,

Make space for young people where they can:

- feel safe, seen and heard;
- have agency, control and make work;
- connect, collaborate and be creative;
- shape and influence their communities.

Build a collaborative creative community with teachers and schools by:

- taking world-class theatre straight into schools across the country;
- providing access to professional artists as peers and collaborators;
- nurturing relationships with teachers, building a strong, connected community;
- advocating for the power of creative approaches in education.

Our **values** drive all aspects of our work and are our guiding principles. We express them as a set of questions so that we can hold ourselves accountable to them and see our values threaded through everything we do.

How is this **inclusive**?
How is the **sustainable**?
How is this **collaborative**?
How is this **courageous**?

How is the is **fair**?
How is this **useful**?
How could this **transform**?



OUR TOURING WORK

We have been touring directly into schools and venues for 70 years and we know how to prioritise placing care at the centre of all our work to ensure our shows are resonant, relatable, and high quality.

We work with writers and artists who are at a particular career point, giving them opportunities to write, direct, design, act as their reputation are growing.

Artists who benefited from working with us early in their careers include: **Adjoa Andoh, Jesse Briton, Ryan Calais Cameron, Charlie Josephine, Adrian Noble, Chinonyerem Odimba, Prema Mehta, Juliet Stevenson, Benjamin Zephaniah, Ryan Calais Cameron, Charlie Josephine** and our patrons **Naomi Ackie and Roy Williams**.



When we make a show an alchemy takes place; we listen to what young people care about, and we engage writers to liberate these ideas with them, taking our time in developing a story, bringing more young people in to test and develop. When it's ready to go into production we surround the story with industry leading creatives who bring it to life, then we take it back into schools and theatres, catalysing more deep conversations among young people and the adults in their lives.

We're acknowledged experts in our field with a reputation for specialist expertise. We are about to produce the third of five co-productions with Sheffield Theatres, producing a new show for the Playhouse and national tour in spring 2024.

“Watching such high-quality work in their own school meant students who wouldn't go to the theatre were able to watch such an outstanding show [...] students got to see what I have been telling them for years: just what impact the theatre can have on them!”

Teacher on *Human Nurture* by Ryan Calais Cameron



WHAT IS FUTRE MAKERS?

We love great questions and disruption. We've always worked with innovative writers and artists to make work with and for young people, and we do this through Future Makers, a whole new way of working to enable young people to become artists, active citizens, and leaders – helping us to tell relevant authentic stories.

We run Future Makers activities in schools and communities year-round and they are usually offered free, to remove financial barriers. We are currently running activity from our Hubs in Lewisham and Sheffield, and now developing a Hub in our new Crawley home.

“...such an unforgettable experience that has truly changed my life. Every session I would be so excited to expand my mind and learn.”

Young Future Maker

Future Makers empowers young people to use their voices and ideas to create change in the world, making space for young people to have agency as they nurture their talent and interests on their own terms.

Future Makers **connects** young people, artists, and teachers who work together as peers to develop skills and share big ideas.

Future Makers **enables** complicated conversations to happen, where young people develop agency and creativity through sharing insights.

Future Makers **shapes** our shows with writers, enabling us to tell relevant, authentic, and relatable stories.

Future Makers is the core of our work and how we unlock our young people-centred practice in schools and in our national and local communities. As a Trustee, you will become a Future Makers alongside the young people, artists, teachers, team members and other partners we work with across the country.





TRUSTEE ROLE AND RESPONSIBILITIES

Theatre Centre is a registered charity and a limited company, you would be a Trustee of the Charity and a Director of the Board of the Company.

Trustees work with the Executive Director/CEO and Artistic Director (senior management team or SMT) to set the strategic direction of the company in the key areas of operation: artistic, financial, and operational. Trustees bring their perspectives, experience, skills, and networks to further the success of the company and advise on senior management decisions and actions. They also share development responsibilities with the SMT to support and drive forward the fundraising work that underpins and enables all the work we do.

The relationship is mutually supportive and has the best interests of the company and the communities we serve at heart. Trustees are also ambassadors for the company. Trustees have duties and responsibilities specified by law including governance, financial management and reporting.

It's not a problem if this is all new to you; we're always up for a conversation. If you have any questions please drop a line to emma@theatre-centre.co.uk.

COMMITMENT AS A TRUSTEE

We ask our Trustees to commit to the following as a minimum:

- Attend Board meetings (at least 4 per year)
- Attend Awaydays (biannual half or full day)
- Attend Theatre Centre performances and other events
- Contribute to working groups e.g. Finance / Development & Fundraising
- Be an advocate and ambassador for Theatre Centre
- Help build the company's networks
- Appoint Senior Management Team members, as required

WHAT ARE WE LOOKING FOR?

If you are over the age of 18, like the sound of what we do and would like to be part of shaping and driving our future, we would love to hear from you. We value your perspectives and experiences whether you have years of experience or are at the start of your career. If any of these statements describe you then please do get in touch:

- I have a deep commitment to supporting and empowering young people.
- I love culture and the arts, particularly theatre.
- I share the values of the company, especially around access and inclusion
- I am excited to work with a committed, diverse group of Trustees.
- I can offer time, insights, experience and expertise.
- I will enjoy developing new relationships and advocating for the work.

WHAT MIGHT YOU BRING?

Our current Board of Trustees have a good spread of expertise but is looking to strengthen some areas and bring in new areas currently not represented. We'd like to increase geographic representation by recruiting Trustees from our new home in Crawley and from other parts of the UK, and address age by increasing the number of Trustees under 30 years of age. We are particularly interested to hear from people with expertise in the following areas:

- Marketing & Comms, Digital Media
- Artists, including freelancers
- Development & Fundraising
- Finance and accounting
- Business Development
- Corporate knowledge
- Education policy
- Youth services



ACCESS, REPRESENTATION AND INCLUSION

We have a strong track record in access, inclusion and representation and we are looking for Trustees who would share the commitment. We are ambitious to push this work further in relation to the young people and schools we reach as audiences, participants and collaborators; the artists, creatives and practitioners we work with; and our Board of Trustees.

For this Trustee recruitment, we have identified increasing diversity in ethnicity, disability, and age as a priority. The make-up of our current Board of Trustees is:

- **20% Black British / European / African**
- **60% White UK**
- **20% White other**
- **60% Female**
- **40% Disabled**

We are also engaged in sector-facing work in this area, particularly in our work with Stage Sight.



HOW TO APPLY

If you would like to apply, please complete the Expression of Interest (EOI) form [HERE](#). You will be asked to complete four steps:

STEP 1

Give your name and contact information (covered by GDPR and Privacy Policy)

STEP 2

Answer three questions that are intended to open up a conversation about why you are interested in becoming a Theatre Centre Trustee:

1. What interests you about the work of Theatre Centre?
2. Why do you think creativity and creative expression are important for young people important?
3. What would you like to bring to Theatre Centre in the role of Trustee and what would you like to gain from the experience?

We're not expecting long responses but we also want you to have the chance to say what you want. You can do this in writing OR in a video OR an audio recording OR a presentation, whichever suits you best.

STEP 3

Attach your CV OR a short biography OR a personal statement OR a link to your website, whichever you'd prefer.

STEP 4

Complete the equal opportunities form click [HERE](#).

Please indicate clearly if you identify as disabled and let us know if you have any access needs for a conversation on Zoom e.g. captioning, BSL. If you join us as a Trustee, we'll invite you to give us a personal access statement.

Once we have had an opportunity to read all the EOI we will invite shortlisted candidates for an information conversation with current Trustees and SMT.

DATES

Please submit your EOI as soon as you can we will be having informal meetings on a rolling basis.

ANY QUESTIONS?

If you have any questions and would like an informal chat before sending in your EOI, we'd be delighted to meet you on a zoom or phone call. Please contact Emma Rees, Executive Director to set this up on emma@theatre-centre.co.uk