

Photo: Chris Webb

DERBY
THEATRE



Introduction to Derby Theatre

Derby Theatre is part of
 UNIVERSITY OF
DERBY



Supported by
**ARTS COUNCIL
ENGLAND**



Welcome

We are delighted you are interested in applying for a role at Derby Theatre and have decided to find out more.

If you would like an informal chat, or if you would like this information in another format, please let us know by emailing jobs@derbytheatre.co.uk

Please do have a read of this information, contact us with any questions you may have, and we look forward to receiving your application.

Sarah Brigham
CEO and Artistic Director

Derby Theatre's Vision, Mission and Values

Our Vision

We strive to be the theatre Derbyshire deserves. Working in ways that transform our region. Empowering artists, audiences and participants to tap into their potential and achieve. We create experiences that uplift hearts, broaden horizons and build change for the better.

Our Mission

We serve our community through creativity. We collaborate with the people of our city and region to make theatre that speaks for Derby and the county. We provide a space where artists can develop, and we have a unique partnership with the University of Derby. Our bold and brilliant work goes on tour across the country.

Our Values

We are:

Exciting

Inclusive

Empowering

Welcoming

Caring

We are **exciting**.
We capture the imagination with our ambitious and trailblazing work.

We are **inclusive**.
We represent the people of our community, responding to needs and perspectives that elsewhere go unheard.

We are **empowering**.
It's important to us that people have the opportunity to grow through learning and collaboration.

We are **welcoming**.
A warm welcome is at the heart of what we do. We are friendly and generous to audiences, learners, collaborators and each other.

We are **caring**.
We treat people with respect and care, and we're always open and transparent. This is how we create change that lasts.

We create **quality**.
We represent artistic excellence.

We start from **community**.
The people of our region are the focus of everything we do.

"Few theatres are as sure of their civic purpose as Derby Theatre. It has signposted the way for others creating a theatre that is genuinely connected, local and networked"

The Stage

About Us

Bold and brilliant performances.
Shows that represent our community.
A platform for ground breaking artists. A pathway for learners of all ages. A guaranteed great night out. We're a theatre like no other.

We're known for artistic excellence.
We're committed to education.
We believe that theatre can have a real impact on your life.

Previously Derby Playhouse, we have a long and important theatrical history. As Derby Theatre, we work in partnership with the University of Derby. We produce new plays and projects, collaborate with artists and local people, and welcome higher education students and anyone who wants to learn.

We are a charity and a National Portfolio organisation for Arts Council England and are a wholly owned subsidiary of the University of Derby.

It's really important to us that we make everyone feel welcome. So we set out to treat everybody with respect and care. That includes audiences, artists, staff, learners and those who are new to theatre or who don't usually feel like it's for them.

"Increasingly the most crucial theatre in the region because of its emphasis on learning, nurturing and nourishing"

The Guardian

Home Girl, adapted by Sarah 'Rain' Kolawole and Nathan Powell from the novel by Alex Wheatle. Photo: Chris Webb

"The theatre, under Brigham's leadership, has quietly and doggedly re-thought the role of how a regional theatre operates in its local community and how to make what it does really matter."

Lyn Gardner, The Stage

What We Do

We create professional original shows. We collaborate with people in our community. We support theatre makers. We train higher education students. We break down barriers for children and young people.

- We produce three to six productions in our main house every year, and two more in our Studio. We also tour work into our local community and across the UK. More recently, we have started to take small-scale work into Europe.
- We run projects with the people of our city and region to make theatre that speaks to and for them including groups with needs and perspectives that usually go unheard.
- We provide a space for emerging Theatre Makers to develop, supporting creative people with the funding and industry connections they need.
- As part of the University of Derby, we are a home for higher education students who have their lectures in our theatre throughout the week and often shadow our backstage processes.
- We offer training for young people too, and opportunities for learners of all ages, including such events as a monthly Carers' Café, a regular Community Cuppa event and much more.
- Our received programme ranges from comedy to drama and modern dance, and we host over 70 touring productions per year on the main stage and Studio. Our Studio houses a dynamic programme of contemporary theatre, comedy and family theatre.

It's all about empowering people to tap into their potential and achieve.

We want to make a difference with theatre, throughout our region and across the nation.

Over 100,000 people visit the theatre every year, making the most of our vibrant programme, and we participate in citywide cultural initiatives such as Derby's Cultural Education Partnership, Derby Festé and more.

It's an exciting time to join Derby Theatre; as our Learning Theatre model goes from strength to strength, our national and local profile increases and the reach of our work extends.

History

The organisation builds on the producing theatre tradition established by its forerunner, Derby Playhouse, which operated on the same site from 1976 until 2008, when it was succeeded by Derby Theatre. Under the leadership of Artistic Director and Chief Executive, Sarah Brigham, who joined the venue in 2013, Derby Theatre continues to go from strength to strength. The Theatre is now a wholly owned subsidiary of the University of Derby, operating as an independent charity and with an independent Board. The relationship with the University means that operationally, they provide our Finance, IT, HR and Estates function via an SLA, and we provide space for, and welcome and support where possible, the undergraduate and postgraduate students into our programme.

What It's Like To Work With Us

Awards

- The Stage Award for Digital Project of the Year with *Odyssey* as part of Plus One
- The Stage inaugural award for Excellence in Arts Education
- The Guardian Award: The Best Community Project
- The Stage Regional Theatre of the Year Best Runner Up (Twice)

Derby Theatre was nominated in two categories as part of The Stage Awards 2023, one for **Digital Project of the Year** for *Odyssey*, as part of Plus One; and one for **Community Project of the Year**, as part of Derby CAN for *Over to You*.

Over the last five years, we have deepened our relationships with communities and artists, developed more relevant work, diversified our workforce, transformed governance, built strategic partnerships and ensured that excellence and accessibility are at the heart of our organisation. Now it's time to build on this, and we are looking for people who can help us.

Access

Access and excellence go hand in hand at Derby Theatre. We place a sharp focus on under-served communities. We open access through our workforce planning and through our work on stage and in the community.

Workforce

Equality and Diversity is discussed at all Board meetings and Diversity champions sit in every team. In 2019, we further developed our Board ensuring our governance reflects the community we serve.

Positive Action has been a feature of our recruitment since 2016, and we recently transformed our recruitment practices through a year-long training programme with Weston Jerwood. This has led to such things as: ensuring representative panels, running job fairs at local job centres and "get to know us" sessions for those who do not consider the arts as a career and ensuring all job adverts are produced and presented in accessible formats.

Over the past five years, we have diversified our workforce – better reflecting the communities we serve. 41% of our permanent workforce identifies as having a disability, 21% are from a lower socio-economic background, 18% are of the Global Majority. Derby has demographics of 18.5% from the Global Majority and 18.7% people with a disability as defined by ONS.

Since 2017, we have invested in seven apprenticeships and placed a focus on employing those leaving care & those from lower socio-economic backgrounds.

We have invested in paid traineeships for Global Majority artists. Many employed at Derby Theatre for 18 months are Artistic Directors and Producers at national touring companies and venues.

We have invested in regular gender smart training, Deaf awareness, anti-racism training, unconscious bias training and disability awareness. We have a dedicated budget line for access to allow staff, freelancers and artists the support they need.

A Selection of Recent Commissions and Productions

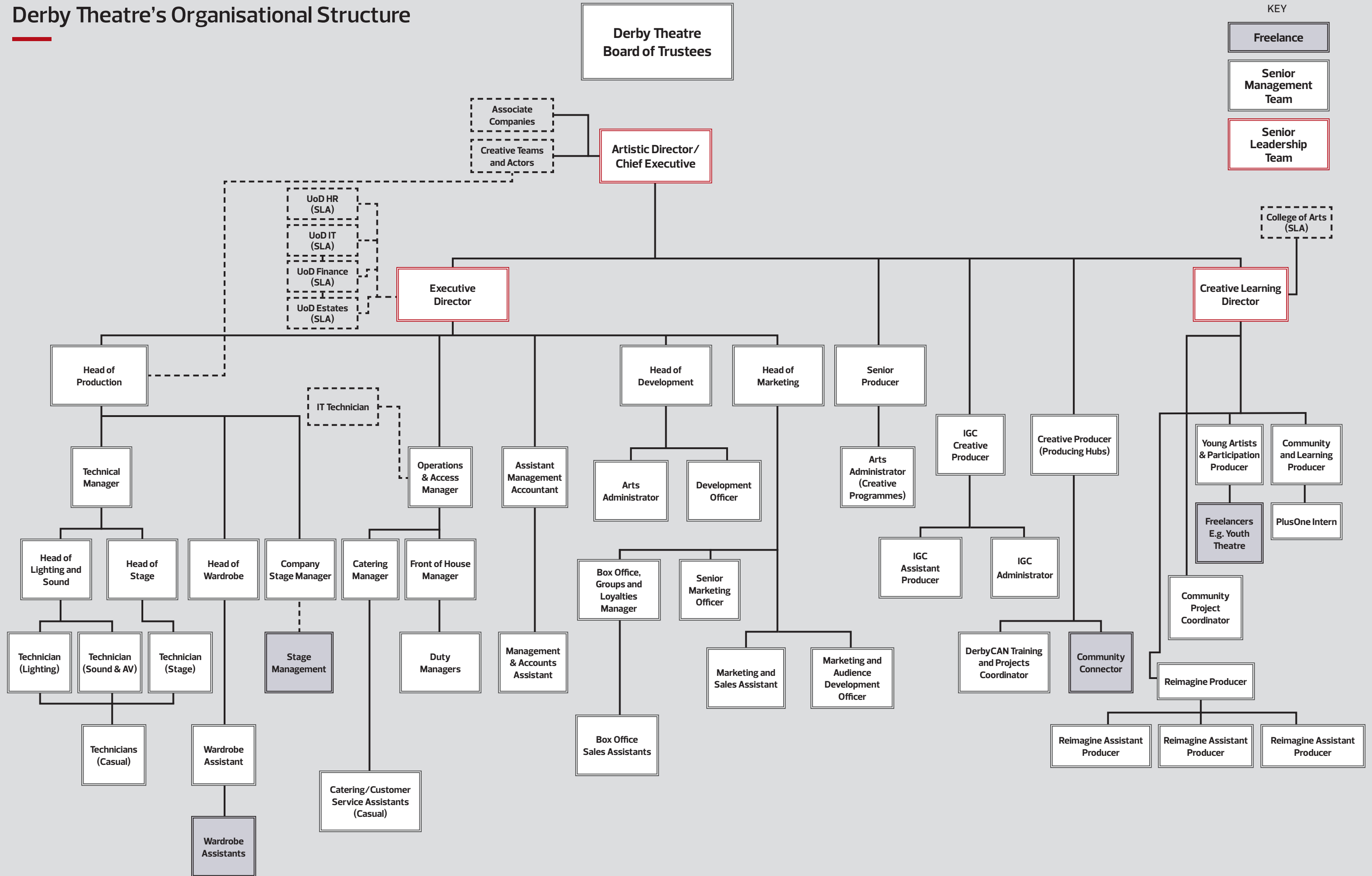
These are just a few of our recent productions which give you a sense of the breadth of our programme:

- ***Jekyll and Hyde*** – a new adaptation by Neil Bartlett which also transferred to Queen's Theatre, Hornchurch.
- ***The Emperor's New Clothes*** – a Derby Theatre, Hiccup Theatre and Polka Theatre Production, a BSL integrated and captioned production with embedded VR into the programme which then transferred to Polka Theatre.
- ***The Odyssey*** – a VR integrated production led by, and working with, Young People in Care.
- ***The Wind in the Willows*** adapted by Toby Hulse – an actor – musician family production.
- ***Over to You*** as part of Derby CAN – a community-led festival featuring 14 local community groups performing in a Big Top in Markeaton Park.
- ***Great Expectations*** – a new production of the classic novel.
- ***Home Girl*** adapted by Nathan Powell and Sarah Kolawole – an adaptation of the novel by Alex Wheatle.
- ***The Blue Road*** by Laura Lomas – a major new commission performed by our Youth Theatre on the main stage.
- ***One Man, Two Guvvors*** – the regional premiere of the play by Richard Bean which also transferred to Queen's Theatre Hornchurch.

As well as productions we also:

- Are home to the Midlands' flagship Artist Development Programme, **In Good Company**. Check out the website here: ingoodco.org.uk
- Run regular community events in our foyers including a Carers' Café for those living with, and those looking after people with Dementia.
- Host regular opportunities for the community to gather from regular bingo to a community cuppa event.
- Operate as a Theatre of Sanctuary.
- Run a large Youth Theatre for ages 5–25 including a Deaf Youth Theatre led by Deaf Theatre practitioner, Donna Mullings.
- Run a large programme of work in schools and the community targeted at communities who are easily ignored and often do not access the arts.
- Run regular bespoke training for Deaf artists.
- Run events in two community hubs – Normanton Library and Bramblebrook Community Centre. This includes touring shows there, running workshops and projects.
- Offer free rehearsal space, mentoring advice and support to local artists.
- Run an extensive schools programme.
- Make space for our community to run their own events.

Derby Theatre's Organisational Structure



Jekyll and Hyde, a Derby Theatre and Queen's Theatre
Hornchurch Co-Production. Photo: Grant Archer

★★★★ The Guardian



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