



# Board of Trustees Information Pack



Welcome to  
**Derby Theatre**

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

Lyn Gardner



## 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.** 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.



# About Derby Theatre

We're pleased that you're interested in our Trustee role and have decided to find out more.

Derby Theatre has pioneered a new vision of what a regional producing theatre can be with its ground-breaking Learning Theatre model, which was established in 2013. This has transformed the theatre from a traditional producing house into an organisation that places learning at the heart of its mission.

We produce high quality professional theatre productions for the mid and small scale in conversation and dialogue with the community we sit in.

In a unique relationship with the University of Derby, students from their degree programmes study in the theatre, both learning from our professional staff and putting on productions in a professional environment.

Our innovative artist development scheme – In Good Company – brings emerging artists into the heart of the organisation, offering a range of support, mentoring, networking and learning that is transforming the artistic ecology of the region.

Over 25,000 young people annually engage in our schools and community outreach programme and bespoke programme for young people in care (Plus One).

Since 2015 Derby Theatre has been one of Arts Council England's National Portfolio Organisations, and in April 2018 we had the fantastic news that our funding increased by 59% – one of the largest uplifts across the portfolio.



# What We Do

Derby Theatre typically produces six in-house shows each year, plus co-productions with our associate artists and a number of student and youth productions.

On the main stage, we produce work in spring, autumn and at Christmas, while in the studio we produce a Christmas show for young audiences. From 2018 we will also produce a family show at Easter/summer, a piece of theatre for under 5s, and a biennial RETOLD production which will explore a classic tale from the female perspective. Other upcoming projects include hosting research and development projects and a Sustained Theatre production among our home-grown work.

Our received programme ranges from full weeks of touring drama and musical productions to contemporary dance and comedy one-nighters. 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.

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



# Role Description

Role title: **Derby Theatre Trustee**

Accountable to: **Chair of the Board**

We are seeking to grow and diversify the skillset of our Board of Trustees. We are looking for trustees with a depth of experience within the cultural sector and theatre in particular. As we evolve we are seeking trustees who can help the board to govern the theatre, develop relationships in our city/region and build deep relationships with partners, funders and policy makers.

It is important that you are passionate about the role art can play in empowering people's lives and that you are willing to invest your time and energy supporting Derby Theatre to both deepen and broaden its audiences at this time.

Previous trustee experience is not essential, and support and mentoring is available for new trustees.



We are looking for Trustees who display the skills and characteristics below. You must be able to demonstrate that you meet these criteria:

### Essential Criteria

- Strongly sympathetic with the mission, vision, and values of Derby Theatre.
- Integrity and impartiality.
- The ability to build positive relationships and develop networks over time.
- Intellectual curiosity to learn and discover more.
- Drive and determination to do things better.
- Committed to regular attendance, reliability, and punctuality.
- Motivated to working collaboratively with other trustees and staff.
- Willing to complete a DBS check for safeguarding purposes.
- An understanding of – or willingness to learn about – the legal duties, responsibilities, and liabilities of trusteeship.
- The ability to evaluate, analyse and scrutinize information relating to the charity.
- A commitment to equal opportunities.
- A willingness to make introductions to key individuals and/or companies who may have an interest in supporting the Theatre.

### Time Commitment and Remuneration

The Trusteeship is an unpaid role with a commitment to attend around six meetings a year, including board meetings, committees and training.

All trustees are encouraged to sit on or Chair a sub-committee relevant to their area of expertise. Trustees serve a maximum of two three-year terms from the date of appointment. After this time trustees step down for a minimum of one year before being eligible to stand for re-election.

Trustees are not paid, however reasonable travel expenses incurred whilst on theatre business may be reimbursed. You can also expect invitations to press nights and events (which you are encouraged to attend whenever possible), and opportunities to develop such as training. Contributing to a board is also a great way to develop new skills and experience, and can therefore be highly beneficial.

### Eligibility

You do not need to have any prior experience of being a Trustee or taking on a position of responsibility. We are keen to support young applicants and people from diverse backgrounds to develop their skills.

Please note: we are not able to take applications from individuals who fall into the categories described in sections 178 to 180 of the Charities Act 2011.

This includes:

- Anyone who has an unspent conviction for an offence involving deception or dishonesty;
- Anyone who is an undischarged bankrupt;
- Anyone who has been removed from trusteeship of a charity by the Court or the commission for misconduct or mismanagement;
- Anyone under a disqualification order under the Company Directors Disqualification Act 1986;
- Anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register

The Seven Principles of Public Life will help you to understand the behaviours we look for in our Trustees:

Selflessness, Integrity, Objectivity, Accountability, Honesty and Leadership



Photographer: Graeme Braidwood

## How to **Apply**

To apply to become a member of the Board of Trustees for Derby Theatre, please forward a comprehensive up-to-date CV together with a supporting statement explaining how you believe your skills and experience match the requirements of the role to: [jobs@derbytheatre.co.uk](mailto:jobs@derbytheatre.co.uk)

If you want to answer the SUPPORTING STATEMENT section as a video or audio file, please attach the files in an mp4 format, ensuring that they are no higher than 10MB or send via a [WE transfer link](#)

Email your completed application form, or files and equal opportunities monitoring form to [jobs@derbytheatre.co.uk](mailto:jobs@derbytheatre.co.uk)

Please also provide the names, positions, organisations, email addresses and telephone contact numbers of two referees. References will only be taken up once your express permission has been granted. You are also asked to complete and return the enclosed diversity monitoring form. The information on the form will be treated as confidential, and used for monitoring purposes. The form will not be treated as part of the application.

Please save your document with a file name including your name and the role title, e.g. Your Name – Trustee Application

We positively encourage disabled people, people of African or Caribbean heritage, South Asian heritage, East Asian heritage, West Asian heritage, Central Asian heritage, South East Asian heritage and people of Middle East and North African heritage and those who have experienced racism. By the term 'those who have experienced racism', we are referring to individuals who have experienced discrimination based on the colour of their skin, race and/or their culture. We guarantee to interview any candidate with a disability who meets the essential criteria for the role.

We aim to actively champion and celebrate diversity in all its forms. We are committed to equality of opportunity for all of those we work with and applications from individuals are encouraged regardless of age, caring responsibilities, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.



[derbytheatre.co.uk](http://derbytheatre.co.uk)



Derby Theatre, Theatre Walk, Derbion Centre, Derby DE1 2NF



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