**Trustee Recruitment Pack 2023**

Dear Potential Board Member,

Thank you for expressing an interest in joining Theatr Iolo as a Trustee. We are looking for independent non-executive board members, with a passion for the arts, who can help us deliver our strategic objectives. We need people with expertise, energy and ambition, who are willing to give their time and experience who share our passion, vision and values.

As one of the UK's most respected children’s theatre companies, Theatr Iolo has been making original theatre for over thirty-five years and has performed in schools, nurseries, village halls, community centres and theatres across Wales, throughout the UK and internationally.

Our small and dedicated team would welcome your advice and support in their personal development to improve the organisation as a whole. In return for your contribution, we promise that you will enjoy being part of an organisation which is striving to be the leading children’s theatre company in Wales and will give you the opportunity to expand your horizons and make a real difference.

As an organisation, Theatr Iolo constantly strives to ensure that its staffing profile reflects the population it serves. To assist in these efforts, we would welcome applications for Trustees, irrespective of age, gender, ethnic background, sexual orientation, religion or belief and disability. The attached information is intended to give you more information and I would be delighted if you could complete the short expression of interest in order that we can learn a little more about you as a person, and the contribution you could make to the organisation.

Find out more now…

**Welcome to Theatr Iolo**

# Theatr Iolo’s Vision: **A society in which all children can feel empowered and inspired.**

# Mission Statement: **Theatr Iolo strives to enrich the lives of children through memorable experiences that challenge the mind and stir the imagination*.***

# Theatr Iolo’s Purpose:

# Theatr Iolo has been at the forefront of creating theatre for children in Wales for over thirty-five years. We are passionate about nurturing and igniting the imagination and creativity of young minds, to help children make sense of the world around them and to find their place within it.

## We work with the best artists, writers, and creatives, to create memorable and bold live theatre, workshops, and activities in both English and Welsh. Our work for babies, children, and teenagers is toured across Wales, the UK and internationally.

Theatr Iolo’s Values:

* **Accessible:** We want children aged 0-16 and their adults to trust that their experience of a Theatr Iolo production will be of the highest quality and that they will feel included.
* **Authentic**: We want to create work that is relevant to children from all backgrounds, by striving to understand their life experiences and the current challenges that they face.
* **Bold:** We want our young audiences to feel challenged and we want to help them to explore, open-up and learn about themselves and the world in which they live.
* **Collaborative**: We want to collaborate with partners to help us reach as many young people as possible, particularly those that have not had access to live theatre before, by removing as many barriers to attendance as possible.
* **Creative**: We want to ignite creativity and imagination in all the children that we reach, in both Welsh and English, by offering stimulating opportunities that challenge expectations.

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***Memorable, Bold, Imaginative***

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WHY?

Theatre and culture play an important part in the mental health and well-being of children. Engaging with culture can help children to build confidence, develop self-esteem and help them to cope with difficult feelings. It can change and shape lives by developing creativity, cognition, empathy, and resilience, and participating in the arts can create a sense of pride and achievement.

Theatr Iolo would like all children in Wales to be given equal access to meaningful and unforgettable experiences regardless of their culture, background, and current circumstances. We want children to be treated with respect and be given the same care and consideration as adults are, when offered theatre and/or creative experiences.

We want the experiences that we create to spark their imaginations, inspire them, and challenge their minds in some way. We want their experiences to create memories that last a lifetime and inspire the next generation of playwrights and theatre makers.

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HOW?

Theatr Iolo creates memorable, bold, and imaginative theatre for children aged 0-16. We create our own work, collaborate with others and/or develop artists to make new shows for young audiences. These shows tour Wales, the UK and beyond. To supplement our live theatre programme, we also provide a stimulating outreach programme to offer children, their schools and families as many opportunities as possible to access cultural activities.

Our organisational aims are;

AIM 1: We aim to enrich the lives of children by producing/co-producing 2-3 touring children’s theatre productions a year, whilst also developing/commissioning up to 3 further productions a year and additional digital content for our online platforms.

AIM 2: We aim to break down barriers to attendance and improve our access to make our productions more inclusive. We aim to increase the diversity in the staff team and Board and increase the number of diverse artists we collaborate with and employ.

AIM 3: We aim to increase our Welsh language output with 45% of our touring productions and 50% of our outreach programme in Welsh. In addition, every year we will commission a Welsh language play for children to perform.

AIM 4: We aim to reduce our carbon footprint through continuous monitoring and setting of annual targets. We will achieve the Theatre Green Book Baseline standard with every production and will look for imaginative and sustainable ways to explore the climate crisis creatively on stage.

AIM 5: We aim to support and develop artists to produce new theatre for young audiences and offer placement opportunities across the organisation. We will also expand our outreach programme to offer more opportunities to children, supporting them to become the next generation of cultural leaders and artists.

AIM 6: We aim to strengthen and advocate for theatre for young audiences in Wales and lead the way in its transformation. We will seek to generate an additional £15k of income from Trusts & Foundations each year, enabling us to have greater impact.

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**The Board of Trustees**

The current board comprises of eight Trustees; Evan Williams (Chair), Sue Wardle, Jonny Cotsen, Kath Davies, Sara Lewis, Natalie Lawley, Angharad Thomas and Rhoda Lane. You can find out more about them all here; <https://www.theatriolo.com/our-board>

Our Trustees come from a wide variety of backgrounds and have a broad cross-section of skills and experience which are beneficial to the management and further development of the business. Trustees meet 4 times a year for board meetings (January, April, July & October) and the AGM in early December. There may also be the need to have smaller sub-committees to provide additional assistance, if required.

Theatr Iolo operates from Market House in Chapter Arts Centre in Canton, Cardiff. We are a not for profit, private company limited by guarantee and a registered charity. The company is revenue funded by Arts Council of Wales.

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Duties and Responsibilities of a Trustee

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| **Directing the affairs of the charity** | ▷ Charity trustees are the people who serve on the governing body of a charity. They may be known as trustees, directors, board members, governors or committee members. The principles and main duties are the same in all cases. |
| **Benefit of the public** | ▷ Trustees have and must accept ultimate responsibility for directing the affairs of a charity, ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up. |

COMPLIANCE - TRUSTEES MUST:

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| **Comply with charity law** | ▷ Ensure that the charity complies with charity law and with the requirements of the Charity Commission as regulator; in particular, ensure that the charity prepares reports on what it has achieved and Annual Returns and Accounts as required by law.  ▷ Ensure that the charity does not breach any of the requirements or rules set out in its governing document and that it remains true to the charitable purpose and objects set out there. |
| **Comply with legislation** | ▷ Comply with the requirements of other legislation and other regulators (if any) which govern the activities of the charity. |
| **Act with integrity** | ▷ Act with integrity and avoid any personal conflicts of interest or misuse of charity funds or assets. |

DUTY OF PRUDENCE - TRUSTEES MUST:

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| **Use charitable funds and assets reasonably** | ▷ Ensure that the charity is and will remain solvent.  ▷ Use charitable funds and assets reasonably, and only in furtherance of the charity’s objects.  ▷ Avoid undertaking activities that might place the charity’s endowment, funds, assets or reputation at undue risk.  ▷ Take special care when investing the funds of the charity or borrowing funds for the charity to use. |
| **Ensure that the charity is well run and efficient** | ▷ Charity trustees are the people who serve on the governing body of a charity. They may be known as trustees, directors, board members, governors or committee members. The principles and main duties are the same in all cases.  ▷ Trustees have and must accept ultimate responsibility for obtaining external professional advice. |

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| **PERSON SPECIFICATION FOR TRUSTEES** |
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| **Experience, skills and abilities** |
| * A good knowledge of the theatre, arts and culture sector(s). * Experience of working within the community, 3rd sector or with related groups or clubs * Excellent communication and interpersonal skills * Analytical skills and the ability to work at a strategic level   **and / or specialist skills:**   * HR & Personnel Management * Marketing & Communications * Artistic Producing & Planning * Education Sector * Business Management |
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| **Other requirements** | |
| * Availability for evening meetings and possibly some daytime meetings * Awareness of local, Welsh and UK issues and the effect they may have on the organisation * Appreciation of status and functioning of charitable organisation * Able to be an Ambassador for the organisation * Impartiality, fairness and ability to respect confidentiality | |
| The initial appointment will be for up to 3 years, following which there will be an opportunity to reapply for a further term of 3 years. | |

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| **Remuneration** | ▷ All positions are voluntary but expenses are available. |
| **Expression of interest form** | ▷ A short expression of interest form is enclosed in the pack and applicants should use the person specification to assist them to provide the relevant information as part of the expression of interest application. |
| **Closing date** | ▷ 26 September 2023 |
| **Return form** | ▷ The form should then be returned to:  Michelle Perez, Executive Director  Theatr Iolo, c/o Chapter, Market Road, Canton, Cardiff CF5 1QE  Email to [hello@theatriolo.com](mailto:hello@theatriolo.com) |
| **Informal discussion** | ▷ For an informal discussion about Theatr Iolo and the role of a Trustee, please contact Michelle Perez on 07966 246218. |