



THE THEATRE  
CHIPPING NORTON

# THEATRE TRUSTEE

**JOB PACK**

SEP 2023



**Use your passion for the arts, and the difference it can make to communities, to help an extraordinary small Theatre find its future.**

The Theatre Chipping Norton is seeking new Trustees to join its Board, and help to power the organisation forward into an exciting future. In particular, we would like to meet candidates with skills, connections and lived experience in the following areas:

- Fundraising including links with local networks, trusts and high-net-worth individuals, and/or experience of capital campaigns
- Intellectual Property and artistic rights
- Skills around capital building works such as property development, surveying etc.
- Business development and strategic planning





We are a theatre, an arthouse cinema, a gallery and a concert hall. We are a resource for our community, but we are also a professional venue, welcoming over 50,000 customer visits every year. We are something unique, but we are also different things to different people. We are the cause and subject of many arguments and debates, and a fair amount of acclaim and affection. We are complicated and a little eccentric. We are not a little theatre. We like to make a big noise.

In the heart of the Cotswolds, at the junction point of three counties and four regions, The Theatre Chipping Norton is a mixed arts venue, hosting, co-producing and supporting some of the most exciting, accessible and entertaining culture in the region. Our extensive community and education programmes engage with thousands of people each year through workshops, classes and creative projects, and we develop creative work through Associate Companies, curated festivals and commissioned projects. We also create and tour our own theatre work, and present one of the country's most loved traditional pantomimes.



Given the turbulent times for small, independent arts organisations like ours, The Theatre is in robust health, centred on wide and loyal local support. Our Board is an animated, optimistic and engaged group, looking to increase its expertise in areas where the current Trustees are less strong. Could you play a part in redefining this theatre and arts centre as it seeks to entertain, inspire and support its community through the challenges ahead?

We are interested in speaking with a wide range of candidates of all ages and backgrounds. We are invested in supporting younger candidates and those without previous experience of operating as a Trustee, and would offer a range of support including mentorships with existing Trustees.

### **Recruitment Process**

The Board will shortlist and appoint new Trustees based on expertise and experience, ensuring a balanced and relevant membership to take the Trust forward. Expressions of interest will be reviewed on an ongoing basis with a view to appointing new candidates in the winter of 2023.

### **How to apply**

Please send a recent CV along with a cover letter with your reasons for applying and what you think you might bring to The Theatre's governance and future, to **[admin@chippingnortontheatre.com](mailto:admin@chippingnortontheatre.com)**

If you would like to discuss any details of the role further with us, please contact Jo Robinson on 01608 649101



## **Equality, Diversity and the Board of The Theatre Chipping Norton**

We believe that our offer should be accessible to everyone without exception, and that cultural diversity is a source of creativity, fresh perspectives and renewal for all. For this reason amongst many others, we encourage applications from all backgrounds, and welcome discussions around making the process of Trusteeship accessible and open to all.

In approaching the issue of equality, we recognise that historically – even in very recent history - certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination and that it is necessary for organisations such as ours to take positive action to address this.

In particular, we look to achieve better representation in our work, our audience and our staff and Trustees from the following groups with protected characteristics:

- People from Black, Asian and Minority Ethnic backgrounds (what might be termed the Global Majority)



- People with disabilities
- People who are lesbian, gay, bisexual, transgender/transsexual, intersex and queer/questioning (LGBTIQ+)
- People from economically disadvantaged communities and/or backgrounds

We recognise that the current make-up of The Theatre's staff and Trustees does not yet reflect the communities that we serve or a full diversity of lived experiences. We recognise that we as an organisation, and the theatre sector as a whole need to work harder to ensure more proportional diversity that can reach and engage with all communities and audiences.

Our full Equality and Diversity Policy is available on our website.

**Artistic Director: John Terry**

**Chairman of the Board of Trustees: Richard Greaves**

**General Manager: Jo Robinson**

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2 SPRING STREET CHIPPING NORTON OXFORDSHIRE OX7 5NL