



# BOARD RECRUITMENT PACK

2021

# Contents

<b>Hello there</b>	<b>3</b>
<b>Who we are</b>	<b>4</b>
<b>What We Are Looking For</b>	<b>6</b>
<b>What Do Board Members Do?</b>	<b>7</b>
<b>What Next?</b>	<b>9</b>

# Hello there.

Interplay Theatre was founded on the streets of Leeds in 1970 and over the past 50 years, it has grown to become the National Sensory Theatre, the leading name in immersive theatre which is a way of making theatre which places you at the centre of the experience, embedded in the world of the play.

We are now looking for some new trustees to join the company, to play a key part in shaping the charity's future, its work, and its connections with its communities.

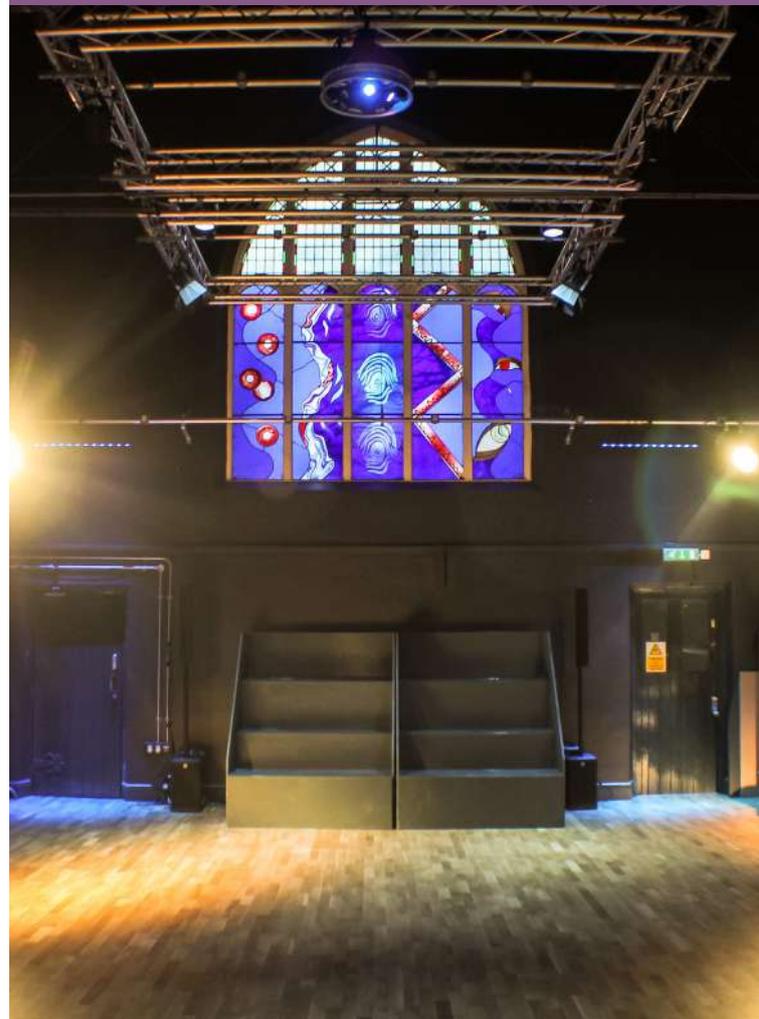
This is a key moment for Interplay Theatre, it is a period of growth with many exciting opportunities planned with national tours, expansion of our digital work as well as continuing the many opportunities and experiences for the community of Armley in Leeds where Interplay is based.

We are looking for people who can broaden our perspective and to help ensure Interplay continues to move forward maintaining its relevance all with a playful, curious, and challenging attitude.

We have put this document together to give an overview on what the trustee role entails – Interplay Theatre is a company built on connection so both myself and Steve, the Artistic Director are around to chat further on any of this to help you with what you need and support in any way we can.

## Kevin Jamieson

Chair of Interplay  
Theatre





*"the performances were fabulous and it was great to see so many of our children sit in wonder when they usually find it difficult to engage"*

**Underley Garden  
SEN School**

# Who We Are

Interplay Theatre is an incubator for talent, designing projects that are in dialogue with communities – working across all aspects of exclusion. Crafting bespoke encounters for and with audiences with disabilities and for those outside of the mainstream and open to anyone who has the curiosity to create and explore. As an artistic beacon we work with thousands of artists and participants each year to further challenge and expand what accessibility in the arts genuinely means.

## Strands of our activity:

- **Developing and touring theatre productions nationally to Special Educational Needs and mainstream schools as well as community and theatre spaces.**
- **A venue for all our work alongside other artists to be supported, shared, and celebrated, embedded in our community of Armley, Leeds.**
- **Digital innovators, using new technologies to tell stories and widen our reach.**
- **A home for our community and local young people through our youth theatre programme, LS12 Theatre, Armley People's Theatre and hundreds of other projects.**

# Working across all artforms to engage the senses.

At our very core, we make work that invigorates the senses through art that is joyful, exciting, and playful whilst being relevant and innovative yet accessible to all. Our shows do not shy away from challenging themes and narratives, encouraging independent thinking and discussions.

We believe that theatre should be inclusive and inspiring. Our work has the power to be uplifting for all – regardless of their gender, their race, their religion and their (dis)ability. That’s where the beauty of our work lies: in creating this special interpersonal connection.

Building on this ethos, we’ve expanded our work to reach new audiences through innovative technologies such as virtual reality and projection-mapping, exploring how this can engage the senses in a whole new way. Through working with the BBC, Nesta and international partners, we have been recognised as being at the forefront of using immersive technologies to reimagine ways of engaging with audiences.

By producing high quality live and digital work, we create a vital link to the most diverse audiences, both nationally and for our neighbours in Armley, Leeds. Our venue is an integral and valued hub for our local community, which also presents and develops works by emerging and established artists both from the area, the city and beyond.

Over just the past 5 years we brought over 800 performances to schools across the UK to more than 24,000 young people in intimate storytelling experiences. In 2019/20 alone we premiered 5 new artistic productions, programmed the Armley Festival attended by over 2,500 people, supported 190 artists, 38 organisations to create 45 new projects and works.



*“capturing every moment of tenderness, tragedy and humour through nothing more than great acting, singing and musicianship...”*

**Yorkshire Evening Post**

COVID-19 has threatened arts and culture for more than a year, impacting how we connect with audiences and our community, but we want to take the pandemic as an opportunity to reformulate and expand our creative practise and build new partnerships in the future.



# What We Are Looking For

This is a challenging time for Interplay Theatre and the arts, and we are looking for people who can help the organisation navigate the current challenges as well as help strengthen the company's resilience moving forward – people who can help us look at things differently, uncover new opportunities and ensure Interplay can achieve its aims for the communities and artist they support.

We have also identified some specific areas we feel it would be good to have on our board – but don't worry we are not expecting one person to have experience in all these areas. We feel our board of trustees works best when we share our wide breadth of knowledge, expertise and above all our enthusiasm for the work of the organisation.

**For potential trustees, we are particularly looking for one or more of the following:**

- **Legal expertise**
- **Community development experience**
- **Access and Inclusivity**
- **Finance/Accounting**
- **Youth Theatre/Engagement**
- **Fundraising & Philanthropy**
- **Marketing & PR**
- **Human Resources**
- **Property & Facilities Management**
- **Campaigning and Lobbying**

We want everybody to be able to benefit from the incredible creative experiences we offer. To do this we want to make our creative projects, opportunities as well as venue feel accessible, welcoming, and relevant to all. We are thus committed to championing diversity and inclusion across our audiences, staff, and Board. An all-round approach to diversity and inclusion, led by example with governance, is essential in enabling us to achieve these aims.

We therefore particularly encourage applications from people who identify as any of the following: under 26, Black, Asian, ethnically diverse, Indigenous and migrant, disabled, LGBTQI+, working class, living, or working in Armley or Leeds.

# What Do Board Members Do?



The Interplay Trustees serve in a voluntary capacity and are appointed for terms of 3 years and are responsible for the governance of the company. They are there to help nurture and develop the organisation in keeping with its charitable objectives.

Don't worry if you have never had any previous board experience – we are really looking for people with motivation and enthusiasm to help drive the organisation forward.

The Board meets formally around four times a year (currently via video conferencing), with additional sessions as needed. They currently take place on Monday's 6.30pm-8.30pm but we are open to reviewing the days and times with successful applicants to ensure they work for everyone. We are also keen to make these roles as accessible to as many people as possible, so welcome applications from people who might only be able to join us remotely.

These are some of the key areas for trustees:

- Uphold and promote our mission, vision, strategies, and values locally and nationally.
- Offer advice, specific skills, experience, and contacts where appropriate to support our activities.
- Be a driving force for our mission and vision to create a truly inclusive organisation.
- Review our strategic aims as a charity and be involved with developing and updating these when needed.
- Regularly review our policies and procedures, ensuring that they are in keeping with current legal and regulatory obligations.
- Attend Board Meetings including preparation for these meetings and follow up work afterwards if needed.
- Be offered training or development opportunities where appropriate.
- Engage with our staff, funding bodies, audiences, and the wider community.
- Fulfil any other duties or assignments required by the Board on an ad hoc basis.



# We Are Looking For Board Members Who:

*"Interplay do a fine job...a story worth telling, and well told"*

**The Scotsman**

- **Have a commitment to equality, inclusion, and diversity.**
- **Work effectively as a member of a team.**
- **Are willing to speak their mind.**
- **Have a genuine commitment for the work of the company.**
- **Possess good independent judgement, fairness, and impartiality.**
- **Have respect for others.**
- **Take a collaborative approach to working with other.**
- **Have a passion for the social change that arts can bring about in communities.**

A trustee role is unpaid role, but Interplay will reimburse any reasonable expenses (e.g., travel/childcare etc) incurred by attending board meetings or any other events it is felt you need to be at as a representative of the organisation. We are also committed to supporting access needs for all board members.

For more information on the role of a trustee then please visit the Charities Commission information page here:

[Setting up and running a charity: Trustee role and board - detailed information - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/setting-up-and-running-a-charity-trustee-role-and-board-detailed-information)

# What Next?

## How to Apply

We hope that this pack has provided all the information you need to fully consider joining our board but if you would like to know more about this opportunity and to have a further discussion, please contact Steve Byrne, Artistic Director on [steve@interplaytheatre.co.uk](mailto:steve@interplaytheatre.co.uk)

You can find more information about Interplay on our website: [www.interplaytheatre.co.uk](http://www.interplaytheatre.co.uk)

The next step is to register your interest and we want to make this as easy and simple as we can – we would love to hear from you around these simple questions:

- Who are you?
- Why does the role interest you?
- What relevant skills, experiences and viewpoints would you bring to the Board?

We would expect no more than one side of A4 for all these and please feel free to provide links to existing work/CV if that helps introduce yourself better.

Deadline for expressions of interest: **Monday 10th May 2021**

Please email your application and a completed equal opportunities monitoring form to Steve Byrne, Artistic Director of Interplay [steve@interplaytheatre.co.uk](mailto:steve@interplaytheatre.co.uk)

Also, if you would prefer to submit a video, audio or alternative file please do so – we do not wish to have any barriers for applying – please get in touch if you have any concerns around this.

## Next Steps

Once you've got in touch, we'll organise a short informal chat – 30 mins via video conferencing or alternative as needed, at a time to suit everyone.

This will be with a member of the existing board and/or staff team to hear a little more about what is involved, discuss the current priorities of the board and the role in more detail. If we feel like it's the right fit for both parties, then we'll invite you to come to a board meeting, so you can make sure you are happy before officially joining the board.

We would ideally like to hold these conversations w/c 24th May 2021 and we are flexible to find a day and time to suit you.

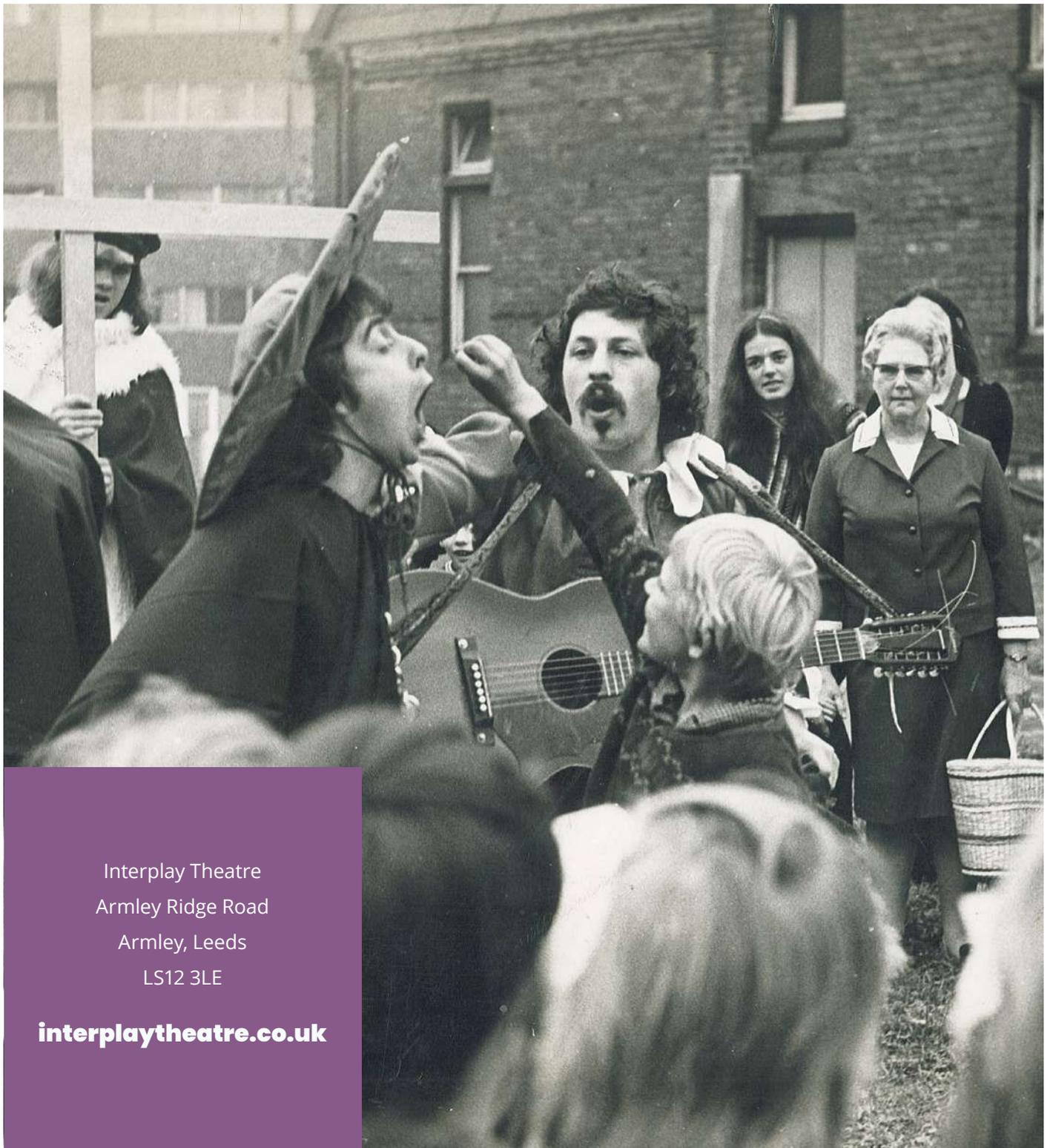
# Contact

If you would like any more information or to have an informal discussion about joining the Interplay board then please don't hesitate to contact:

**Steve Byrne**

Artistic Director

[steve@interplaytheatre.co.uk](mailto:steve@interplaytheatre.co.uk)



Interplay Theatre  
Armley Ridge Road  
Armley, Leeds  
LS12 3LE

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