

**MIDDLE
CHILD**

Trustees

Recruitment Pack

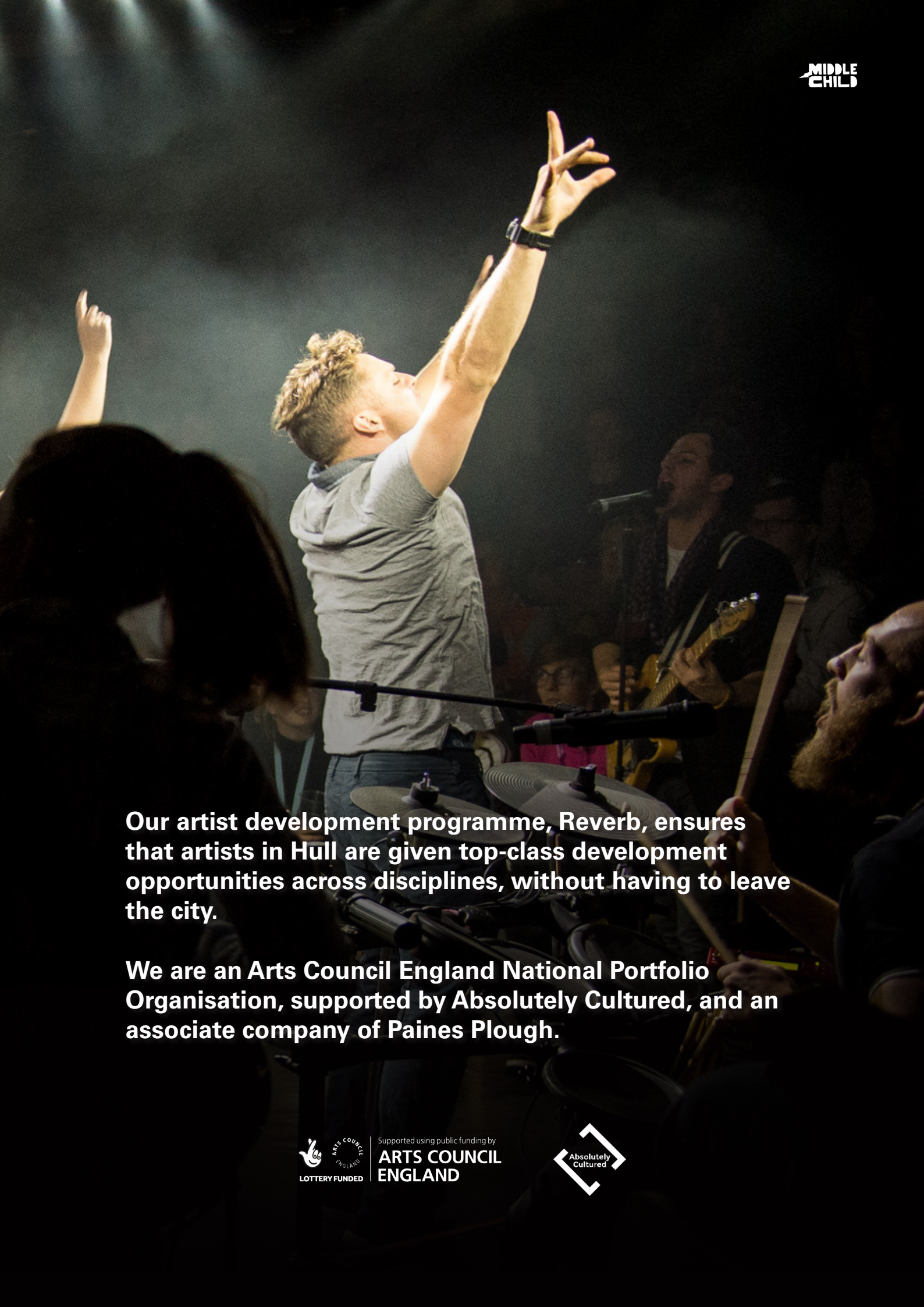


All We Ever Wanted Was Everything, Aug 2017

About Us

We are a Hull-based company creating gig theatre that brings people together for a good night out with big ideas. We tell untold stories, which capture the electrifying moment when the beat drops, mixing original live music with bold new writing.

Our events are live and loud, making sense of the modern world. We are committed to breaking down barriers and ensuring that theatre is affordable and accessible for all. We will set fire to your expectations of what a night at the theatre can be.



Our artist development programme, Reverb, ensures that artists in Hull are given top-class development opportunities across disciplines, without having to leave the city.

We are an Arts Council England National Portfolio Organisation, supported by Absolutely Cultured, and an associate company of Paines Plough.



An introduction to Middle Child

**By Paul Smith, artistic director, CEO and founding member,
and Hattie Callery, executive director (maternity cover)**

Thank you for taking the time to read this recruitment pack and for taking an interest in working with us.

Middle Child were formed in Hull, back in 2011, by nine 20-something University of Hull graduates, who wanted to change the world in a way you think is easy when you're young. We each put £40 into a pot and set off, into the world, to make Political theatre – note the capital 'P' – that rallied against the injustices of the time and fought for a better world.

Over the years this mission evolved to be about more than what is said on stage and to lead a movement

in reclaiming theatre: rejecting its elitism, making work that is a good night out with big ideas and reaching far beyond the usual theatre crowd.

"A good night out with big ideas... reaching far beyond the usual theatre crowd"

Now in our tenth year, we are an Arts Council England National Portfolio Organisation (NPO), with several hugely exciting projects in the pipeline, that we can't wait to put into the world. Over the coming years our aim is to grow Middle Child

in alignment with our core values, while continuing to tell new stories in accessible and formally inventive ways and investing meaningfully in local communities. Our work always starts with Hull, but has national and international ambitions as we strive to reach new audiences.

“We invest in people, ideas and meaningful change”

Everything we do is geared towards building a fair and equitable world, where anyone’s story can be told and heard. We are open, transparent and keen to invest in people and support them to be their best selves.

Being a trustee on our board offers the opportunity to govern a nationally recognised, award-winning theatre company at a hugely exciting time as we look towards the next decade. You will lead high-level decision making, attend quarterly board meetings and take part in our board development programme of away days and training opportunities.

You don’t have to have been on a board before. We are looking for people with passion for our work and our mission, great people skills, an alignment with our core values and a desire to get stuck in with an ambitious company and support us to continue making outstanding work.

We are especially keen to hear from people from backgrounds or characteristics underrepresented in the arts and on theatre boards. We encourage those who are uncertain if they are suitable or qualified to talk with us regardless. We recognise potential and take pride in giving people a platform to make a step-change in their career, and in their personal development.

This role is an incredible opportunity to play a key role in the next stage of Middle Child’s journey, as we bounce back from a pandemic that brought into sharper focus than ever before the fight for equality and the importance of the arts. This will be at the heart of our next application to continue being a National Portfolio Organisation.

If you have any questions, or would like to discuss the role in more detail, then please do not hesitate to reach out and email hattie@middlechildtheatre.co.uk.

We look forward to hearing from you.

Paul and Hattie

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There is a disconnect between an industry predominantly based in metropolitan areas, which faces its own ongoing issues around diversity, and those who feel unheard, those who never go to the theatre, who think it's not for them, or who have no access. Middle Child is the kind of company that can bridge the gap, one that needs to be addressed when the effects of austerity, pressure on the NHS and schools, and benefit cuts are getting worse, not better.

Lyn Gardner



Our Work

Our vision

A world where anybody can create and engage with world-class theatre, regardless of their background or where they have come from.

Our mission

To energise a new generation of audiences and artists in Hull and beyond.

To provide a step-change in our industry in the stories we tell, the way we do things and the people we work with.

Our strategy

For audiences:

We will create theatre that brings people together for a good night out with big ideas.

For artists:

We will invest our time, money and resources in the artists and theatre-makers living and working in Hull.

Our values

- We prioritise the wellbeing of the people we work with and challenge damaging behaviours and habits within the industry;
- We endeavour for our work to be affordable and accessible to all;
- We do not believe there is a place for elitism within theatre;
- We are a Hull company and that is vital to our work, our stories and our entire ethos;
- We put Hull artists and theatre-makers at the heart of our creative process, our growth and our successes;
- We are determined to increase the diversity of artists and audiences in Hull and beyond.

The Middle Child style

- We blur the lines between gigs, stand-up, theatre and a night out, with a focus on breaking down barriers;
- We tell stories that are new, Northern and reflect the diversity of the United Kingdom;
- Our work prioritises liveness, remaining responsive and reactive to each audience;
- We believe theatre works best as a social event with a reason to come early or stay late.

Role Description

Position: Trustee

Direct reports: Artistic Director and Joint-CEO, Executive Director and Joint-CEO and Executive Director (Maternity Cover)

Role summary

Middle Child Theatre Ltd is a charity.

The Board of Trustees provide leadership and direction for the overall governance and strategic direction of the organisation. The board ensures that the organisation complies with its governing documents, company law, and any other relevant legislation or regulations, and that it pursues its objects as defined in its governing document. They will also work with the Executive Team to support the growth and development of the company, providing advice and assistance as required.

Principle responsibilities of the Trustee:

- Work with the board to set the strategy and policies of the organisation;
- Attend four quarterly Board meetings a year and other sub committees as required;
- Representing the organisation at appropriate events, meetings or functions;
- Acting as a spokesperson for the organisation where appropriate;
- Liaising with the Executive Team to keep an overview of the theatre company's affairs and to provide support as appropriate;
- Sitting on appointment panels as required;
- Acting as final stage adjudicator for disciplinary and grievance procedures if required alongside other trustees;
- Attending and being a member of other committees or working groups when appropriate.

Remuneration and Time Responsibility

This is an unpaid post. Reasonable out-of-pocket expenses will be reimbursed. The initial term will be for three years, in accordance with the Memorandum and Articles of Association.

After three years service, the longest-standing trustees will be required to stand for re-election or retire from office at the first AGM in every subsequent year.

The Board of Trustees meets at least four times a year, with an additional annual 'Away Day'. In addition to Board meetings, it is envisaged that trustees will hold meetings with the Executive Team where necessary, attend shows and other occasions held by Middle Child, and represent the company at local, regional or national events as required.

Time commitments will therefore vary and a flexible approach is essential. However, we also recognise that trustees will have careers and lives of their own so we will provide ample notice of attendance requirements and be responsive to individual needs wherever possible.

Person Specification

Middle Child welcomes and encourages applications from everyone regardless of their age, sex, race, religion or belief, sexual orientation, gender identity, ethnicity, disability or nationality.

We are a PiPA (Parents and Carers in Performing Arts) partner. PiPA enables and empowers parents, carers and employers to achieve sustainable change in attitudes and practices in order to attract, support and retain a more diverse and flexible workforce. We are always happy to discuss solutions that allow people to balance their caring responsibilities with their working lives, for example through job shares or flexible working arrangements.

Person Specification (contd.)

We are particularly interested in hearing from people with experience in:

- Financial management
- Business management
- Fundraising
- HR and legal
- Arts marketing and communications
- Community engagement and participation

Essential experience, skills and qualities

- Commitment to Middle Child, its core values, ethos and brand
- Leadership ability
- Strategic vision
- Integrity
- Willingness to devote the necessary time and effort to the duties of membership
- Ability to take decisions for the good of the organisation
- Good, independent judgement
- Good communication skills
- Tact and diplomacy
- Ability to work effectively as a member of a team
- Understanding of the legal responsibilities and liabilities of a trustee

Desireable experience, skills and qualities

- Prior experience of committee and/or trustee work
- Knowledge of the Arts Council National Portfolio application process and reporting requirements
- Knowledge of, or experience in, the arts and theatre
- A good knowledge of any networks in Hull and the city region
- An awareness of our work

The deadline for applications is **12pm on Tuesday 26 October 2021.**

Please submit a covering letter and an up-to-date CV to hattie@middlechildtheatre.co.uk, with the subject heading 'Trustee Application' to apply for the role.

Please tell us why you would like to be a Trustee for Middle Child, and how you possess the experience, skills and qualities listed above.

We will also accept a video or voice note (no longer than five minutes) in place of a covering letter, if preferred.

We value applications from a range of applicants. If you need any assistance, have any additional access needs or would like an informal conversation before making an application please do get in touch with our executive director (maternity cover), Hattie Callery on hattie@middlechildtheatre.co.uk.

Please note, if you would like to have an informal conversation with a member of our team prior to the deadline, we ask that you make this request by 6pm on Friday 22 October.

Interviews will be held online on **Tuesday 2 November.**

A woman with short brown hair and bangs is performing on stage. She is wearing a clear, shiny, long-sleeved jacket over a black and yellow striped knit cardigan with fringed cuffs and hem. Underneath, she wears a black sequined top and a black leather skirt. She has a black choker with a silver chain detail. Her right arm is raised high with her index finger pointing up. The background is dark with green stage lights creating a bokeh effect. In the bottom left corner, there is a black railing.

MIDDLE CHILD

middlechildtheatre.co.uk
[@middlechildhull](https://twitter.com/middlechildhull)

Us Against Whatever, Apr 2019