

STRATFORD
EAST

THEATRE ROYAL STRATFORD EAST

—
Trustee
Recruitment
Pack





Stratford East makes theatre both for, and inspired by, our community in Newham, East London. We continue the political and revolutionary ethos of our founder Joan Littlewood as a leading London theatre and civic hub for East London. We are driven by our art, inclusive and bold.

Stratford East is a producing theatre, built in 1884, in the heart of East London, situated a short walk from Stratford station. We have a proud history and an exciting future. We represent our culturally and socially diverse community in the work we make, the people we employ and our audiences and participants. We tell stories that are current, political and representative of London.

Representation of our community is a core pillar of our work, and our Board needs to reflect that diversity too. This means we would particularly welcome applications to be trustees from people who are:

- **from the global majority**
- **disabled**
- **from the London Borough of Newham, or have a connection to Newham or the surrounding boroughs**

We have gaps in experience/ expertise in:

- **legal**
- **further education**
- **producing/ experience of running a theatre**
- **Marketing and/or Audience Development**

The deadline for applications is **Monday 25 April 2022 at noon**

OUR VISION

We believe that brilliant quality theatre should be available to everyone

OUR AIMS

We have identified six key aims for the next four years. Three of these outline the priorities for all our activity over the next four years:

- **Produce bold, exciting and outstanding theatre**
- **Grow our audiences**
- **Develop creative talent**

Three further aims underpin our organisational values and will be integral to the delivery of the first three aims:

- **Embed Representation, Belonging, and Justice in our organisation**
- **Reduce our environmental impact**
- **Ensure we are resilient for the future**

OUR VALUES

We want our work, our decisions and our staff to be:

- **Revolutionary** – we are confident in leading change
- **Inclusive** – our doors are open to all
- **Bold** – we are willing to take risks
- **Excellent** – we strive to make everything of outstanding quality
- **Relevant** – the work we do is relevant to the place we are in, and the times in which we live
- **Eclectic** – we are informed by a wide range of thoughts, styles, tastes





Youth Theatre Photograph by Greta Zabulyte



Red Riding Hood Photograph by The Other Richard

THEATRE ROYAL STRATFORD EAST

Stratford East is a producing theatre, built in 1884, in the heart of East London. From 1953 – 1979 the theatre was the home of Joan Littlewood's legendary Theatre Workshop Company. The Company received international recognition with their acclaimed productions such as *Oh, What a Lovely War!* and *A Taste of Honey*. Many leading actors, writers and directors have been part of the Theatre Royal Stratford East family including Meera Syal, Barbara Windsor, Don Warrington, Sheila Hancock, Indhu Rubasingham, Tanika Gupta, Roy Williams and Cynthia Erivo.

In 2017 Nadia Fall was appointed Artistic Director. Under her leadership the artistic programme presents a bold on stage programme of reimagined classics, timely revivals and ground-breaking new work. At the same time we run an extensive learning and participation programme for young people and adults in East London, ensuring creative talent is nurtured and given space. Nadia's first season included a revival of *Equus*, which received seven 5 star reviews and a West End transfer, Sir Lenny Henry starred in a critically acclaimed and powerful rendition of August Wilson's *King Hedley II*, and we engaged over 300 young people in a large scale production of Benjamin Britten's *Noyes Fludde* in collaboration with English National Opera, which won an Olivier Award.

Covid-19 has had a devastating affect on the entire theatre industry, and we have been fortunate during this time to receive Culture Recovery Fund support. We reopened in June 2021, in a socially-distanced way, with full opening from September 2021, with Conor McPhearson's *Shining City* and are working on developing a business plan for 2022-26 which reflects the adaptations we have had to make due to the pandemic, and its legacy.

You can see more of our work on our website [here](#).

We have an annual turnover of approximately £3.5m and our work is funded through four main sources: grant income from Arts Council England and the London Borough of Newham; box office income; fundraising income from trusts, businesses and individuals; and other earned income which includes commercial hires, catering and front of house sales. You can see our annual report and accounts [here](#).

THE ROLE OF THE BOARD OF TRUSTEES

Theatre Royal Stratford East is a registered charity (Charity Name: Pioneer Theatres Ltd) and a company limited by guarantee. Stratford East Trading Limited is a subsidiary of the charity and operates the bar and catering provision. We are overseen by a non-executive Board of Directors, who are trustees of the charity, chaired by Dame Margaret Hodge MP. The Board has overall control of the governance of Theatre Royal Stratford East. They are ultimately responsible for the charity, although the day-to-day running of it is delegated to the executive team: Nadia Fall (Artistic Director and CEO) and Eleanor Lang (Executive Director).

The Board meets five times a year to set the strategic aims for the organisation and to:

- **review progress against the strategic aims**
- **agree annual objectives and business plan**
- **set annual budgets**
- **consider the risk review**
- **approve annual accounts**

In addition, we have a Finance Committee who meets four times a year to review our management accounts and budgets in more detail.

More information about our current Board and the legal duties of trustees can be found at the end of this document.

ELIGIBILITY

You must not act as a Trustee if you are disqualified under the Charities Act.

We provide a full induction including a comprehensive overview of operations, and meeting members of Stratford East's senior team, as well as with the Chair, the Artistic Director and the Executive Director. We operate with flexibility and are keen to make reasonable adjustments to respond to peoples' experiences and to meet the needs of a diverse trustee membership.



Dick Whittington Photograph by Ikin Yum



Youth Theatre Photograph by Greta Zabulyte



YOUNG TRUSTEES AND FUTURE LEADERS

In March 2022 we are launching our Future Leaders scheme, which provides an opportunity for young people to learn about different types of leadership, how cultural organisations are run and having their say in the future of the theatre industry.

We are seeking to recruit two Young Trustees to bring their skills to our Board and to act as a link to our first Future Leaders cohort.

Our Young Trustees will:

- **Be aged between 18 and 26**
- **Have a passion for the arts and culture**
- **Serve on the Board for either a one year or two year term**
- **In addition to Board meetings, will work with our Future Leaders group**



PERSON SPECIFICATION

The new trustees will play an important role in the on-going development of Stratford East, as it sets a new business plan for 2022-26, and reacts to the impact of covid 19. Against a background of continuous change, they will steer and support Theatre Royal Stratford East to respond creatively and effectively to the opportunities and challenges ahead, while ensuring the charity remains robust and resilient for the future.

Representation of our community is a core pillar of our work, and our Board needs to reflect that diversity too. This means we would particularly welcome applications to be trustees from people who are:

- **from the global majority**
- **disabled**
- **from the London Borough of Newham, or have a connection to Newham or the surrounding boroughs**

We are looking to recruit four new trustees, who bring expertise in the follow areas:

- **legal**
- **further education**
- **producing/ experience of running a theatre**
- **Marketing and/or Audience Development**

We are also looking to recruit two young trustees.

COMMITMENT

- Board members are appointed for a period of three years, and normally serve for a maximum of three terms
- The position is voluntary, unremunerated and non-executive. Reasonable out of pocket expenses will be reimbursed
- There are four board meetings a year lasting approximately 1.5 to 2 hours, plus a half day strategic meeting. Meetings are generally held at the theatre.
- Additionally, trustees may be asked to join the Finance Committee or other working groups



Dick Whittington Photograph by Ikin Yum



King Hedley II Photograph by The Other Richard

HOW TO APPLY

We are undertaking an open recruitment call, as well as reaching out through networks of organisations we fund and other partners. To apply to become a Trustee or Young Trustee please send us:

- A copy of your CV or biographical details and a statement of interest (1-2 pages) indicating why you are interested in the role and what you are able to bring to Theatre Royal Stratford East. If you are applying to join our Board as a Young Trustee, please indicate this in your application. Please send this information to: geasterbrookmatthews@stratfordeast.com
- Please complete our equal opportunities monitoring form here: [Applicant Monitoring Form](#)

If you need any of this information in a different format or would like to suggest a different form of application, please let us know.

For a discussion with the Chair, Dame Margaret Hodge MP or Executive Director, Eleanor Lang about this opportunity, please contact Rosa on rbwenham@stratfordeast.com who will be pleased to schedule a conversation.

CLOSING DATE FOR APPLICATIONS

12.00 noon on Monday 25 April 2022

INTERVIEWS

will take place in May 2022

APPENDIX 1:

Current Pioneer Theatres Ltd
(t/a Theatre Royal Stratford East) Trustees

Rt Hon Dame Margaret Hodge MP (Chair)

Andrew Cowan

Cllr Joshua Garfield

Dr. Elizabeth Glyn

Patricia Hamzahee

Simon Haynes

Christopher Hird

Deborah Mattinson

Martin Pilgrim

Bryan Raven

Peter Wilson

APPENDIX 2:

Legal Duties of Trustees

The overriding duty of all charity trustees is to advance the purposes of their charity as well as several basic responsibilities.

The following six legal duties are taken from the Charity Commission's core guidance: 'The Essential Trustee: what you need to know, what you need to do'

1. Ensure your charity is carrying out its purposes for the public benefit
2. Comply with your charity's governing document and the law
3. Act in your charity's best interests
4. Manage your charity's resources responsibly
5. Act with reasonable care and skill
6. Ensure your charity is accountable

