

Board Information Pack



**Northern
Broadsides**



Photo of *The Aftermath* by Elis Robinson

**Registered Charity No: 1076764
Companies House No: 03715349**



Northern Broadsides are looking for new Trustees to join their transitional journey and help shape their exciting future!

We are seeking **Trustees** to join our Board and subcommittees. We particularly welcome applications from people with characteristics that are underrepresented in the arts. We are interested to hear from:

- First time Trustees, especially those aged under 30
- People from a working-class background
- People with a disability
- People from the Global Majority
- People who do not identify with traditional gender categories
- People with experience of working for an arts venue or touring company
- People who live or work in Calderdale, although Trustees can be based anywhere

Trustees:

- Are volunteers, contributing their skills, knowledge and individual perspectives to help drive Northern Broadsides forward
- Attend 4 online Board meetings and 1 in-person Away Day each year
- Play an active role in supporting the organisation and sit on a minimum of 1 subcommittee or Squad (details below)
- Attend our performances, functions and events whenever possible

We recognise that some people have limited time and not everyone has the inclination to be a Trustee. We are also making an open call for people to join the following sub-groups:

- Equality, Diversity & Inclusion (EDI) sub-committee
- Art Squad
- Eco Squad

If you are interested in equality and inclusion, artistic strategy and artist development and/or environmental issues, this may be for you! It's also a great way to get to know the company ahead of applying to be a Trustee down the line.

Whether as a Trustee or as a sub-committee/squad participant, we are keen to meet dynamic and passionate individuals who share the belief that the arts can change people's lives and shape the places where we live.



About Northern Broadsides

Northern Broadsides is a theatre company based in Halifax, West Yorkshire. We create bold, accessible, and irreverent shows and inspiring creative engagement programmes.



Photo of *Quality Street* by Andrew Billington

We are well-known for producing classic and new plays that resonate with contemporary audiences while celebrating the cultural landscape and diverse voices of the North of England. For over 32 years, Northern Broadsides has toured extensively across the UK and internationally, bringing high-quality theatre to audiences everywhere.

As well as producing and touring our own shows, we are passionate about inspiring the next generation of theatre makers. Our 'Life in a Northern Town' playwriting programme is run in partnership with Barnsley Civic, Blackpool Grand Theatre and The Customs House in South Shields. It supports the creativity of young people across the North, develops work by new artists, and provides a ladder into the theatre industry for upcoming talent.

We also work very closely with our local community in Calderdale. We run a youth theatre in Park Ward, Halifax, as well as Writer's Refuge - writing, poetry and performance sessions for refugees and people seeking asylum.



Recently, we have been working on a community project for CultureDale, Calderdale's Year of Culture 2024/25. Iron People is an ambitious programme that engages local people in a range of creative activities designed to explore environmental themes and connect participants to Calderdale's natural and historic landscapes.



Photo of Park Youth Theatre by Ant Robling

Northern Broadsides is an Arts Council England funded NPO (National Portfolio Organisation) and a registered charity.

We want everything we do to be sustainable, compassionate and irreverent.



Northern Broadsides Governance



Photo of *As You Like It* by Andrew Billington

At Northern Broadsides, there are 5 permanent members of staff and additional freelance personnel are engaged for different projects.

The company is governed by a Board of Trustees who serve a maximum of 2 x 4-year terms. The Board operates with a model of distributed leadership, with a Chair and two Vice-Chairs.

The Board usually meets 4 times a year online. Meetings are usually 2 hours each with reading time for Board papers needed beforehand. In addition, we hold one in-person Away Day each year, for which reasonable out-of-pocket expenses can be reimbursed. At present, Board meetings usually take place at 4pm – 6pm.

Trustees are required to sit on at least one sub-group (see below) and lead on monitoring the organisation's delivery of its Arts Council England grant.

The **Finance, Risk and Audit Committee** meets quarterly and scrutinises budgets, management accounts and the management of assets. It considers opportunities through the prism of Dynamism* and reviews issues around the management of risk.

The **Art Squad** was formed in 2019 to advise on programming and working practices, particularly around race equity and social justice. It also considers the organisation's actions to deliver Ambition & Quality*. This group includes artists, activists, policy



makers and community members with a range of life experiences, ages, disabilities, religions, and socio-economic status.

The **Eco Squad** monitors the company's drive to reduce its carbon footprint and develop environmentally responsible policies, as well as its activities in respect of Environmental Responsibility* and opportunities to inspire change through creativity.

The **Equality, Diversity & Inclusion Committee** monitors the company's actions to build on its Inclusivity & Relevance* and supports the delivery of the EDI Action Plan, to ensure the company and its work are accessible and welcoming to all, and that the staff and artistic output are representative of a modern Britain.

Terms with a * refer to Arts Council England's Investment Principles. More information can be found [here](#).



Photo of *Beyond These Walls* by Ricardo Vilela



Northern Broadsides Trustees

Trustees contribute their skills, knowledge and perspectives in different ways. If you feel you would benefit from support in enabling you to contribute, please discuss your needs with us. We are also open to offering mentoring by a current Trustee to anyone who would welcome this.

Trustees are registered with Companies House as a Director of the Company and with the Charity Commission as a Trustee and are asked to confirm that there is no legal reason that will prevent them from being as a Director. Please see the link [here](#) for information about being a Trustee of a Charity, including main duties and legal obligations.

Aside from the legal requirements, we hope that Trustees will:

- Ensure that diversity and equality of opportunity is pursued in all aspects of the company
- Share the organisation's vision, mission and philosophy and uphold and promote its values
- Help build relationships with partners, funders, policy makers and other influencers who will support and enhance the delivery of Northern Broadsides' strategy and positively promote the company and its work
- Support the Artistic and Executive Directors to achieve the aims of the organisation, contribute to strategy and monitor organisational delivery
- Undertake their duties in accordance with the Company's Code of Conduct for Board Members
- Be available to attend Board meetings, subcommittees and other meetings as appropriate
- Enjoy being part of a diverse, creative, collaborative team supporting the development of a wonderful organisation - and have fun!



How to Express Your Interest

Please send your **CV and a covering letter** outlining why you would like to join Northern Broadsides' Board of Trustees, or one of its subcommittees. (If wanting to join a subcommittee only, please specify which one.)

Please also complete our anonymous **Equality and Diversity Monitoring Form**:
<https://forms.gle/gGiGjQ9U4YhJmo1q9>

If you would prefer to supply a video instead of a CV and cover letter, you are welcome to submit a 2-3 minute video.

Please email your application to: info@northern-broadsides.co.uk

We'll acknowledge receipt of all applications and will let you know if we'd like to arrange a meeting.

If you would like an informal conversation before applying, Debbie Richards (Chair), Laurie Sansom (Artistic Director and Joint CEO), Ruth Cooke (Executive Director and Joint CEO) and Kate Mroczkowski (First time Trustee, joined 2023) are available.

Debbie Richards: debbie@baker-richards.com
Laurie Sansom: laurie@northern-broadsides.co.uk
Ruth Cooke: ruth@northern-broadsides.co.uk
Kate Mroczkowski: kate@supercooldesign.co.uk

Deadline & Timescales

Please send your application by **9am on Monday 28 April 2025**.

Shortlisted applications will be invited to attend an online interview on one of the following dates:

- Tuesday 6 May
- Monday 12 May
- Tuesday 13 May



Northern Broadsides Staff

		
Ruth Cooke Executive Director & Joint CEO	Kassie Jones Production & Admin Assistant	Sarah Oliver-Webb Finance Administrator
		
Jess Rooney Marketing & Comms Manager	Laurie Sansom Artistic Director & Joint CEO	

Northern Broadsides Board

		
Patsy Gilbert (Joint Vice Chair)	Lucinda Harvey (Joint Vice Chair)	Safoora Masood
		
Alicia McKenzie	Kate Mroczkowski	Dan O'Gorman
		
Debbie Richards (Chair)	Andy Pyke	Jesse Scott



The Art Squad

The Art Squad monitors how effectively we are delivering against our Vision, Mission and Values, bringing new ideas and perspectives on how we can best achieve our artistic aims.

	
Kash Arshad	Lucy Curtis
	
Daneka Etchells	Karl Falconer
	
Hana Gillani	Gobscure
	
Yolán Noszkay	

Find out more about the full team here:

<https://www.northern-broadsides.co.uk/meet-the-team/>

Background reading - [Governance Case Study: Distributed Leadership at Northern Broadsides | Arts Fundraising & Philanthropy](#)