



WISE CHILDREN
OPEN CALL FOR
BOARD MEMBERS

INFORMATION PACK

January 2023

Wise Children: Open Call for Board Members

'Having run a small company and also a large building, a Board of Trustees is something I have come to value highly. I believe the strength of the relationship between the Executive Team and the Board is key to the artistic, political and financial success of a company. I also know to my cost that a Board at odds with the artistic lead can spell disaster!

With all this in mind, Wise Children's Trustees are chosen with care and treated with respect, affection and honesty. We work as a team, challenging ourselves, forging new paths and sharing values. The Board is at the heart of the company and we need smart, creative, surprising souls to support us in making Wise Children the most important touring company in the country. Come and join us!' - Emma Rice

Wise Children are looking for new people to join our Board of Trustees.

We currently have seven Trustees, who represent a wealth of knowledge across different sectors. We're interested in meeting new people from across the South West and further afield who want to use their experiences and skills to support the company.

Wise Children is committed to equal opportunities, and welcomes candidates from all backgrounds. We're particularly keen to encourage applications from d/Deaf and disabled candidates and from candidates from the global majority, as they are currently underrepresented on our Board.

This Information Pack includes more information on Wise Children, the role of our Trustees and their responsibilities, and how to apply.

About Wise Children

Launched in 2018, Wise Children is an international touring theatre company based in the South West. Created and led by award-winning director Emma Rice, we make ground-breaking and accessible work with exceptional artists. Alongside our shows, we run a unique professional development programme, the School for Wise Children, training a new and more diverse generation of theatre practitioners.

In our first four years, we: made five original shows; toured to 23 venues in 20 cities; built a pop-up theatre; made films for the BBC and Sky Arts; worked with 259 aspiring theatre makers; and reached more than 400,000 people in-person and online with our work.

The next few years look set to be equally exciting for Wise Children. We have just been successful in our application for a further three years funding as part of the Arts Council's National Portfolio. We have also started renovations on an old church in Frome, Somerset, which will soon become The Lucky Chance - our permanent home and the centre of our operations.

Current trustees

Our board currently consists of:

- Matt Armstrong, the National Theatre's Head of Trusts and Foundations
- Allegra Galvin, who co-authored the ACE bid that launched Wise Children, was Head of Strategic Projects at the Department for Media, Culture and Sport (DCMS) and is now a freelance strategy consultant.
- Tony Gayle, a sound designer and founder of Stage Sight, advocating for greater representation in backstage and technical theatre roles
- Judith Dimant, Founder and Producer of Wayward Productions

- Clare Reddington (Chair), Creative Director and CEO at Bristol's Watershed
- Nicholas Rogers, ex-Finance Director at Bristol Old Vic amongst other finance roles
- Yuko Thomas, Investor Relations Executive.

The Role of the Trustee

As a member of Wise Children's Board of Trustees, your role is to support, advocate and listen. This can mean offering advice, helping the company make new connections, representing us externally or asking difficult questions. You don't need direct experience of working in the theatre, in fact we're interested in applications from people who can use their knowledge of other settings to help guide Wise Children.

As a Board member, you are legally a Company Director of Wise Children Ltd. This means that, together with the other Trustees, you are responsible for ensuring that we comply with:

- company law
- employment law
- health and safety legislation
- equal opportunities
- and laws around working with children and young people.

In practice, this means that you will have the opportunity to read, comment on and sign off our policies. We will also let you know about any issues that arise.

It is also the Board's collective responsibility to make sure that the company remains solvent and that we don't do anything that might place our funds, assets or reputation at risk.

Term of service

We ask each Trustee member to sign up for an initial four year term, after which we review their membership of the Board. At this point, Trustees can choose to step down from the Board, or, with the agreement of the rest of the Board, to renew their membership for another four year term.

Board meetings

Trustees meet every three months. Meetings last two to three hours, and we alternate between in-person meetings and meetings on Zoom. In person meetings will take place at The Lucky Chance in Frome, though we may also hold meetings in Bristol and London from time to time.

Meetings are scheduled and agreed by all, so it should be possible to find dates that suit everyone. You don't have to attend every meeting but it is strongly encouraged, and if you can't be there in person we'll try and make it possible for you to attend remotely (for example on Zoom).

We send out board papers before each meeting, usually including an agenda, minutes from the previous meeting, an activity report and financial papers. We ask Trustees to read papers in advance.

If you're thinking of applying but worry that you don't have sufficient financial knowledge, we are able to arrange for extra support understanding the finance papers (or any other aspect of meeting preparation).

Away days

Once a year we also have an 'away day', a whole day which we spend together somewhere nice. Away days give us a chance to get to know one another better and to think more deeply about one or two issues the company is facing.

Other activity

In addition to Board meetings and away days, we sometimes ask our Trustees for help. For example, one of our Trustees is an accountant, and we ask him for extra help with financial issues. This will always be on a 'where possible' basis: we understand our Trustees are busy people and they don't always have more time to give.

The best Board members are the ones who are well informed and have a good understanding of our work, so we also hope you'll come to see our shows and attend other events whenever possible.

Payment and expenses

Wise Children is a charity and its Trustees do not get paid for their work. Most Trustees cover their own expenses related to attending meetings, but we are able to cover travel costs if needed.

We always cover travel and expenses related to away days, as these are more likely to be in a location away from where Trustees live.

We ask Board members to buy their own tickets to our shows.

Fundraising and giving to Wise Children

All of Wise Children's Trustees and staff give to the company by joining the Wise Children Club. The Club costs anything from £10 upwards to join, with membership renewed annually. This helps us make the case for a charity we believe in and ask others to give too.

Asking others to give is not seen as a key function of the Trustees, though their support in this area is always welcome, and we often ask Trustees to help us identify people who might become donors.

How to apply

Please send a CV along with the following Equal Opportunities Monitoring Form to office@wisechildren.co.uk

All applications must be received by 12pm on Thursday 2 February 2023.

Shortlisted candidates will then be invited to meet Wise Children's Chair and Executive Team, following which they will have the opportunity to observe a board meeting on Monday 20 February (on Zoom from 4-6pm).

After that, the candidate will meet with Wise Children's Chair to make a final decision as to whether they are both happy to formalise the appointment.

If you would like further information, support with access requirements for any stage of the application process, or have any queries about the post, contact Steph Curtis, General Manager on 0117 313 7640 or office@wisechildren.co.uk

Equal Opportunities Monitoring Form

Monitoring of recruitment practices

Wise Children is committed to being an equal opportunities employer. We are asking you for the following information in order to monitor the diversity of the organisation and its work. The information you supply will be detached from your application and used for monitoring purposes only. It will not form part of the selection process. Submission of this form indicates your explicit consent that your data may be processed in accordance with the provisions of the Data Protection Act 1998.

Answering these questions is voluntary but we would be grateful if you would select 'prefer not to say' rather than leave the form blank.

Post applied for

Board member

Gender

- Female Male Intersex Non-binary Prefer not to say

If you prefer to use your own gender identity, please write in:

Is the gender you identify with the same as your gender registered at birth?

- Yes No Prefer not to say

Ethnicity

Please tick the box which you feel best describe your ethnic background:

White:

- British
 Irish
 Gypsy or Irish Traveller
 Prefer not to say
 Any other white background,
Please write in:

Black, African, Caribbean or Black British:

- African
 Caribbean
 Any other Black, African or Caribbean background,
Please write in:

Asian or Asian British:

- Bangladeshi
 Indian
 Pakistani
 Chinese
 Any other Asian background
Please write in:

Mixed or Multiple ethnic groups:

- Asian and White
 Black African and White
 Black Caribbean and White
 Any other Mixed or Multiple ethnic background,
Please write in:

- Prefer not to say
 Any other ethnic group (please give details):

If you have any other comments regarding your ethnic origin, please write them here:

Age

The following age categories are based on those used to report to Arts Council England.

- 0-19 50 -64
 20-34 65+
 35-49 Prefer not to say

Disability

The Disability Discrimination Act defines disability as a physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability or health condition?

- Yes No Prefer not to say

If yes, what is the effect or impact of your disability or health condition on your work? Please write here:

If invited to interview, do you have any requirements?

- Yes No

If yes, please give details:

Should you not wish to supply the above information, please tick the following box:

Sexual Orientation

Please tick the box which you feel best describe your sexual orientation:

- Heterosexual Bisexual Gay Lesbian Asexual
 Pansexual Undecided Prefer not to say

If you prefer to use your own identity, please write in:

Socio-economic background

Which type of school did you attend for the majority of your time between the ages of 11 and 16?
Please tick one box:

- A state-run or state-funded school that was non-selective (e.g. a comprehensive,

secondary modern, Scottish High School / Secondary School / Academy)

- A state-run or state-funded school that selected on the basis of academic ability, faith or other grounds
- An independent or fee-paying school, but your fees were paid in part or full by a bursary
- An independent or fee-paying school, and your fees were not paid in part by a bursary
- Attended school outside of the UK

Parental / Guardian / Carer Occupation:

Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?

Please tick one box only:

- Modern Professional Occupations e.g. Teacher / Lecturer, Nurse, Physiotherapist, Social Worker, Welfare Officer, Artist, Musician, Police Officer (Sergeant or above), Software Designer etc.
- Clerical and Intermediate Occupations e.g. Secretary, Personal Assistant, Clerical Worker, Office Clerk, Call Centre Agent, Nursing Auxiliary, Nurse etc.
- Senior Manager or Administrator usually responsible for planning, organising and coordinating work and for finance eg. Finance Manager, Chief Executive
- Technical and Craft Occupations e.g. Motor Mechanic, Fitter, Inspector, Plumber, Printer, Tool Maker, Electrician, Gardner, Train Driver etc.
- Semi-Routine Manual and Service Occupations e.g. Postal Worker, Machine Operative, Security Guard, Caretaker, Farm Worker, Catering Assistant, Receptionist, Sales Assistant etc.
- Routine Manual and Service Occupations e.g. HGV Driver, Van Driver, Cleaner, Porter, Packer, Sewing Machinist, Messenger, Labourer, Waiter / Waitress, Bar Staff etc.
- Middle or Junior Managers e.g. Office Manager, Retail Manager, Bank Manager, Restaurant Manager, Warehouse Manager, Publican etc.
- Traditional Professional Occupations e.g. Accountant, Solicitor, Medical Practitioner, Scientist, Civil / Mechanic Engineer etc.
- Unemployed or Never Worked
- Not Applicable (e.g. Grew up in care)

How did you hear about this role?

- Wise Children Website
- Arts Jobs
- Facebook, Twitter or Instagram
- Search engine
- Other, please specify: