

NOTTINGHAM PLAYHOUSE

Recruitment Pack

YOUTH BOARD

December 2020



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Nottingham
City Council



JOIN OUR NEW YOUTH BOARD

Thank you for your interest in becoming a member of the new Nottingham Playhouse Youth Board.

At Nottingham Playhouse we believe in a bright and exciting future for arts venues and the creative industries. We believe that to stay relevant, cutting edge and innovative, it is crucial to have young voices at the heart of all we do.

If you are aged between 16 and 25 (as at 1 February 2021) and have a passion for the arts and ensuring that everyone has access to them we want to hear from you.

In this pack you will find

- Information about Nottingham Playhouse
- Information about the Youth Board
- How to Apply



ABOUT NOTTINGHAM PLAYHOUSE

We create theatre that's bold, thrilling and proudly made in Nottingham.

Awarded Regional Theatre of the Year 2019 by The Stage, Nottingham Playhouse is one of the country's leading producing theatres and creates a range of productions throughout the year, from timeless classics to innovative family shows and adventurous new commissions.

Under the leadership of Chief Executive, Stephanie Sirr and Artistic Director, Adam Penford, we are mounting more varied and ambitious productions, attracting a host of high-profile performers and creatives, garnering increased media attention and commercial interest.

We want our theatre to be a space where everyone feels they belong, and we use our stage to tell diverse stories that reflect our city. Our wide-reaching participation programmes create life-changing experiences for our community and we also support the next generation of theatre-makers in the East Midlands through our extensive Amplify programme.

Nottingham Playhouse is also a registered charity (no. 1109342). All of the funds we raise help to ensure we're reaching as many people as possible to give them new opportunities and create lasting memories.

Click [here](#) to watch our introductory video.



WHAT OUR COMMUNITY THINKS

"Honestly, the final few minutes of the first act were some of the most captivating, powerful and heart wrenching I've seen on stage. Incredible!"

– Audience member Aiden Parr on *The Madness of George III*

"Nottingham Playhouse has a very special place in my heart. At the age of 16, my school placed me at the theatre for my work experience... Without [them], I wouldn't have the career I do now."

– Indhu Rubasingham, Artistic Director of Kiln Theatre

"The actual performance was an incredible experience. Firstly, just to be on the Nottingham Playhouse stage was a dream for all of us. But to be a part of such a powerful, visceral production was an absolute privilege."

– Kathryn McAuley, on her experience as a member of our community ensemble during Gary Clarke Company's production of *COAL*.

NOTTINGHAM PLAYHOUSE IN 2020

Even though, because of the Coronavirus pandemic, we were closed to the public from the end of March, we continued to create and share lots of behind the scenes videos, podcasts, run workshops online and even some online performances.

In October we were delighted to be able to welcome audiences back into the building, with Covid-secure measures in place, for our Unlocked festival, a mix of live and live streamed performance. However with Nottingham placed in Tier 3 and the second national lockdown, we had to move the final performances to online only.

We have rehearsed our Christmas shows, *Cinderella*, the legendary Nottingham Playhouse pantomime, and *Jack and the Beanstalk*, a giant adventure for little ones aged 3 – 8 and their grown-ups. We have created an On Demand version and hope we will be able to go ahead with performances to live audiences later in December.

You can find out more by visiting our [website](#) or our [YouTube channel](#).



PARTICIPATION AT NOTTINGHAM PLAYHOUSE

We run over 30 different programmes for people of all ages, experience and interests at Nottingham Playhouse. Including

- 3 different weekly Young Companies.
- Homegrown Performers and Homegrown Creatives. A pre-professional training scheme for writers, directors, producers and performers aged 16-25 to develop their skills and industry practice.
- In House Theatre Company - a weekly theatre company for people facing challenges in their lives such as experience of homelessness, substance misuse, difficult family situations or mental health problems.
- Playhouse Platform - a weekly theatre company for learning disabled adults.
- Our Encore programme provides 8 different regular skills classes and meet-ups for people aged over 50.
- Our Shine programme is a long-running outreach programme, that now comprises 11 regular drama groups for young people in disadvantaged areas of the city and county. 3 of the Shine groups take place in specialist centres with NHS and specialist education sector partners.
- For young children we run 3 Family Festivals each year during half term, as well as a large variety of shows and projects in libraries and venues around the city.
- Last year we had over 12,000 engagements with a huge variety of participants.
- 2021 brings not only the new Youth Board but also a new adult drama group called the Playhouse Ensemble.
- We always ensure our sessions are accessible to all participants.
- All of our participation programmes have bursary places available for those who require additional support.



OUR VISION, MISSION AND VALUES

Our vision is to create high quality art that is truly accessible and representative of both our heritage and our rich diversity. We aim to be a nationally recognised destination theatre, a producer of “must see” work and a venue that welcomes everybody to be entertained, surprised, delighted and challenged by work that is bold, brilliant and relevant. Working in partnership with exciting artists and companies regionally, nationally and internationally, we create theatre that puts Nottingham Playhouse on the map.

We exist for the benefit of the people of our region – be they audiences, participants or artists. As a publicly-funded organisation we commit to ensure that our demographic of opportunity reflects the demographic of our catchment – including gender, ethnicity, sexuality, socio-economic standing and disability – to be not just world-class but also truly inclusive in all areas of operation, including to recruit and pay fairly. In June 2020, we published a draft of our new Anti-Racism Action Plan: www.nottinghamplayhouse.co.uk/about-us/representation-action-plan/ To strengthen our actions we have established a Diversity in the Workforce Working Group to ensure that we are doing all we can to recruit a more representative workforce and a Diversity Working Group to look at the wider culture and environment at Nottingham Playhouse.

A core value of Nottingham Playhouse is to proactively create and support opportunities for cultural participation for people of all ages and from all backgrounds.

We work in supportive partnership with a very wide range of stake holders to cement our position as an organisation with a strong artistic vision that includes the development of artists.

Nottingham Playhouse is a founder member of [Ramps on the Moon](#), a member of [PiPA](#) (Parents and Carers in Performing Arts), a [Family Friendly theatre](#) and is signed up to the [Time To Change](#) employer pledge. We are committed to the [UK Theatre/SOLT Ten Principles](#) to encourage safer and even more supportive working practices in theatre and have signed up to the [Old Vic Guardians initiative](#).



For further information about Nottingham Playhouse, please visit nottinghamplayhouse.co.uk



INFORMATION ABOUT THE YOUTH BOARD

Our aims are:

- for young people to become an even greater part of our DNA and as such become advocates for what we do - bringing energy, a fresh perspective and current views.
- to identify and address ways in which Nottingham Playhouse can become a more inclusive, welcoming and enjoyable place for young people.
- to become a pipeline for young people into the industry and ensure that young people know what we do and how to be a part of it.

To help us to achieve these aims we are setting up a Youth Board, as a 6 month pilot project to start with, and are looking for innovative, energetic young people aged between 16 and 25 to be trailblazers and join the pilot Youth Board to make a real contribution to Nottingham Playhouse. We want the first members of the Youth Board to shape the Youth Board's role and how it will run.

You will be able to:

- work collaboratively
- contribute to group discussions
- listen to others' points of view
- think creatively
- communicate confidently with a wide range of people

You will be excited by:

- creating opportunities for young people
- inspiring change
- advocating for accessibility, diversity and inclusion
- the arts, either as a participant or as a consumer

You will:

- attend meetings every 2 months (6 times a year), in person if possible, by video conference if not. Meetings are likely to be on Press Nights so that you can attend the show after the meeting.
- initially serve on the pilot Youth Board for 6 months helping to shape the Youth Board, terms will then be extended by a year.
- receive free tickets to productions, participation events and attend press nights and events.
- receive training in areas you have little or no experience in such as finance.
- have 1-2-1 meetings with the Head of Participation to create a simple personal development programme.
- develop skills in teamwork, leadership, advocacy, report writing, and board membership which will be hugely valuable in your current and future lives/careers.

- gain a network of like-minded peers and learn from professionals from all areas of theatre.
- the chance to meet professional theatre makers, directors and performers.
- advice on how to get into creative careers and network locally.

Working with the Board of Nottingham Playhouse Trust Ltd:

The Youth Board will work with Nottingham Playhouse's Board of Trustees to create an ongoing two-way dialogue. One member of the Youth Board will also become a Trustee and sit on both Boards. They will report back to the Youth Board. This significant connection between the two boards will grow with time and become the way that the Senior Management Team and the Board of Trustees can communicate with young people easily and effectively.

DIVERSITY, INCLUSION AND ACCESS

Nottingham Playhouse is committed to a policy of equality of opportunity and celebrating and valuing individuals. We believe that theatre belongs to everyone and want to make sure that everyone has the opportunity to be involved. We want to engage with people from diverse backgrounds, who will bring different skills and experiences to help us to achieve this.

Nottingham Playhouse has identified that our workforce is currently under representative of certain communities, particularly people from Black, Asian and Minority Ethnic backgrounds and is taking positive action for equal opportunities through the recruitment process. We have set up a Diversity Workforce Working Group to create a programme of change to deliver increased representation.

In January 2021 we are launching a Diversity Working Group to look at the wider culture and environment at Nottingham Playhouse. The Group will advise the Executive and Nottingham Playhouse Board of Trustees on matters of diversity, inclusion and equality, with the aim of ensuring that we are a safe and fully representative organisation, which reflects the full breadth and richness of diversity within our community.



We are a Disability Confident employer, recruiting and supporting disabled people in the workplace.

If you would like the Recruitment Pack, Application Form and Equal Opportunities Monitoring Form in an alternative format, or support in completing your application, please email Dylan Morris, Participation Administrator, at participation@nottinghamplayhouse.co.uk or ring the Participation Department on 07543 512591. Please leave a message with your full name, contact information, your address (if you need the paperwork posting to you) and details of your request. Please be aware it may take longer to get back to you over the Christmas period.



We are part of the Parents in Performing Arts (PiPA) campaign and welcome applications from people who have caring responsibilities and anyone looking for a positive work/life balance.

HOW TO APPLY

Please download and complete the Application Form and Equal Opportunities monitoring form that you will find on our website.

As you fill in the application form, please tell us what skills and experience you have and how you think you could make a positive contribution to the Youth Board.

Remember that we're looking for people with a variety of skills and interests. You don't have to have experience in theatre and the arts. Most importantly, you must be passionate about making a change and being a voice for young people, so tell us why you're enthusiastic about joining the Youth Board and what difference you think you could make.

As part of any recruitment process, Nottingham Playhouse collects and processes personal data relating to applicants. We are committed to being transparent about how and why we collect, use and keep personal data secure. Please see Nottingham Playhouse Recruitment Privacy Notice on the website for full details.

The Equal Opportunities Monitoring Form will be separated from the application and will not be available for the people preparing the shortlist with the exception of obtaining information about disability required to make reasonable adjustments for interview. Data obtained from the forms will be used solely for monitoring purposes and no one individual can ever be identified.

Please submit your completed Application Form and Equal Opportunities Monitoring Form **by email** to participation@nottinghamplayhouse.co.uk (Please send as a **Word document**. Do not send as a Pages file, Zip file or use file sharing services such as OneDrive or Dropbox. Apple/Mac users should export their forms to Word documents or PDFs before sending.)

To submit a **video application**, please use [WeTransfer](#) to send your video file and Equal Opportunities Monitoring Form to participation@nottinghamplayhouse.co.uk.

Or you can submit your application **by post**, marked Private and Confidential, to: Participation Office, Nottingham Playhouse, Wellington Circus, Nottingham NG1 5AF

The closing date for applications is: **Monday 11 January 2021 at 12noon.**
Interviews will take place: **w/b 25 January 2021**

We will contact you by telephone if you are shortlisted for interview. All job applicants will be contacted via email or in writing whether or not they have been shortlisted for interview.

Thank you for your interest in Nottingham Playhouse and we look forward to receiving your application.