

# NOTTINGHAM PLAYHOUSE

Recruitment Pack

## YOUTH BOARD

October 2021



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**ARTS COUNCIL  
ENGLAND**



**Nottingham  
City Council**



## JOIN OUR YOUTH BOARD

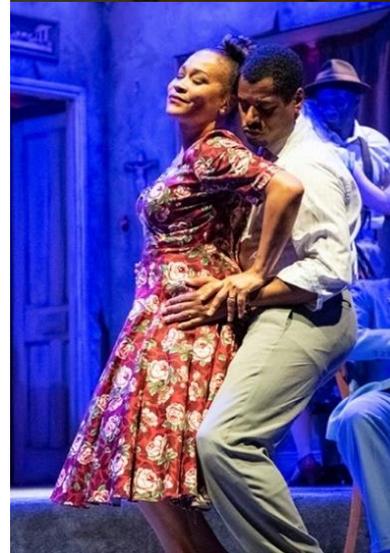
Thank you for your interest in becoming a member of the Nottingham Playhouse Youth Board.

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 December 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
- Diversity, Inclusion and Access
- 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.

Our building has grade II\* listed building status and is home to Anish Kapoor's Sky Mirror.

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 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 2020, we continued to create and share lots of behind the scenes videos, podcasts, run workshops online and even some online performances.

In October 2020 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.

Sadly we were unable to present 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, live. However we created On Demand versions which proved a great success.

## NOTTINGHAM PLAYHOUSE IN 2021

In the spring we launched Spring Loaded, a season of digital and live theatre that celebrated local stories and East Midlands' talent. Following the success of our first full production back on stage, *Piaf*, our co-production with Leeds Playhouse, we are now looking forward to the autumn season. The season includes Mark Gatiss' adaptation of *A Christmas Carol* and our beloved pantomime which this year is *Beauty and the Beast*.

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.
- In 2020 we had over 12,000 engagements with a huge variety of participants.
- 2021 brought 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

The Nottingham Playhouse brand is more than a logo; it is who we are, our DNA. It is at the heart of the relationships we have with members of our community. It is the promise we make to customers, participants, artists, staff and the public. It is the emotional connection between us. It is how people feel when they think of Nottingham Playhouse.

The essence of who we are is to **create wonder in Nottingham**. We believe that, through theatre, being transported to different worlds broadens our horizons, that by being positive, relevant and devoted we provide an experience, not just a stage. At Nottingham Playhouse, we give a voice to untold stories and cultivate life-changing experiences. Our theatre is a place where everyone belongs, a place of entertainment, heart and joy.

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. 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.

In January 2021 we launched an Anti-Racism Action Group to look at the wider culture and environment at Nottingham Playhouse. The group advises 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.



# NOTTINGHAM PLAYHOUSE

A core value of Nottingham Playhouse is to proactively create and support opportunities for cultural participation for all ages, for 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 signed up to the [Time To Change](#) employer pledge, aiming to change the way people think about mental health challenges. 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](http://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.

We currently have a Youth Board that has been set up for 8 months. We have had more spaces on the board open up and are looking for innovative, energetic young people aged between 16 and 25 to be trailblazers and join the Youth Board to make a real contribution to Nottingham Playhouse.

### 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 on the first Thursday of every month (12 times a year, likely starting in December 2021), in person if possible, by video conference if not.
- 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 the opportunity to 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.
- have the chance to meet professional theatre makers, directors and performers.
- receive advice on how to get into creative careers and network locally.

## **Working with the Board of Nottingham Playhouse Trust Ltd:**

The Youth Board works with Nottingham Playhouse's Board of Trustees to create an ongoing two-way dialogue. One member of the Youth Board (currently Simrun Sandhu) is also a Trustee who sits on both boards. They report back to the Youth Board. This significant connection between the two boards is growing with time and is the way that the Senior Management Team and the Board of Trustees can communicate with young people easily and effectively.

For more information about the Youth Board and its current members, please visit our website: <https://nottinghamplayhouse.co.uk/get-involved/young-people/young-adults/youth-board/>

## 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 launched 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 Tom Heath, Participation Administrator, at [participation@nottinghamplayhouse.co.uk](mailto: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.



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](mailto: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](mailto: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: **Sunday 21 November 2021 at 12noon**  
Interviews will take place: **Thursday 29 November 2021**

All applicants will be contacted with the outcome of their application. We will contact you by phone or email if you are shortlisted for interview.

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