

NOTTINGHAM PLAYHOUSE

Recruitment Pack

YOUTH BOARD

June 2024



LOTTERY FUNDED



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**ARTS COUNCIL
ENGLAND**

NOTTINGHAM PLAYHOUSE
UK'S MOST WELCOMING THEATRE

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AWARDS**

WINNER
2023

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.

We are looking for 4 more innovative young people to join the Youth Board. If you are aged between 16 and 25 and want to inspire, advocate and create opportunities for other young people, we want to hear from you!

We would like to help you to fully participate in the application process. If you would like this pack, the Application Form and Equal Opportunities Monitoring Form in an alternative format, support in completing your application, or you would like an alternative way to apply, please contact us at recruitment@nottinghamplayhouse.co.uk or ring 0115 947 4361 to discuss a suitable format.

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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, and the UK's Most Welcoming Theatre at the UK Theatre Awards in 2023, Nottingham Playhouse is one of the country's leading producing theatres. We create 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 MBE 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 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."

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

NOTTINGHAM PLAYHOUSE IN 2024

We have lots of exciting programming this year, starting with a thrilling adaptation of Philip K. Dick's *Minority Report*. This was followed by a gripping, intimate revival of *The Children* and an exploration of sisterhood and creative expression in new commission *Liberation Squares*. The spring season concluded with *Punch* by James Graham, a fascinating new play about toxic masculinity and the incredible power of forgiveness.

This summer, *The Trials* gives a voice to the young people who have no choice but to live with the consequences of climate change. Our highly anticipated, brand-new production of *Dear Evan Hansen* premieres in September and marks the first time that the Broadway and West End phenomenon will tour the UK and Ireland.

Looking ahead to Christmas, our legendary pantomime reaches new heights with *Jack and the Beanstalk*. Younger children can look forward to a brand-new retelling of *The Ugly Duckling*, for which the writer, composer and director are all being selected through an open call-out.

OUR VISION, MISSION AND VALUES

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.



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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. We have created an on-line system for Reporting Racist Incidents.

A core value of Nottingham Playhouse is to proactively create and support opportunities for cultural participation for all ages, for all backgrounds. We also 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) and a [Family Friendly theatre](#). 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](#). Find out more about Nottingham Playhouse by visiting our [website](#) or our [YouTube channel](#).

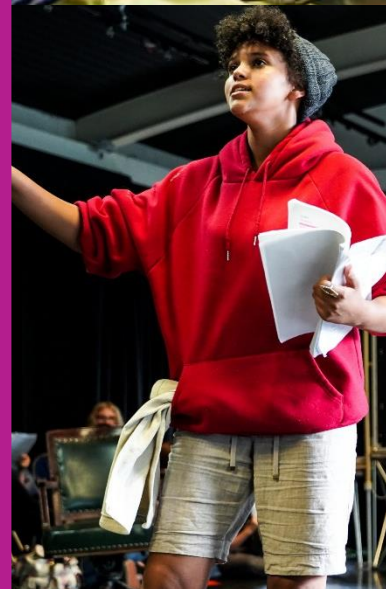


PARTICIPATION AND THE COMMUNITY

At Nottingham Playhouse, our diverse, local community are at the heart of everything we do.

We run over 60 different programmes for people of all ages, experience and interests at Nottingham Playhouse, including:

- Weekly Young Companies.
- Homegrown – a pre-professional training scheme for writers, directors, producers and performers aged 16-25 to develop their skills and industry practice.
- Conversation & Creative Cafe – a safe space for Refugees and people seeking asylum to meet, socialise and be creative.
- Playhouse Platform and Open Stage Young Company for autistic learning-disabled adults and children.
- Our Life-Long Learning and Encore programmes provide a range of regular skills classes and meet-ups for adults.
- Our Shine programme is a long-running outreach programme, that now comprises 14 regular, free to access, drama groups for young people across the city and county. This includes specialist provision with Queens Medical Centre Hospital School and Nottingham Education Sanctuary Team (NEST).
- Family Festivals during half terms, as well as a large variety of shows and projects throughout the year in our venue and in libraries around the city and county.
- In 2023/24 we had over 40,000 engagements with a huge variety of participants.
- All of our participation programmes have bursary places available to ensure finances are not a barrier to engagement



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 are now looking for 4 more young people who are innovative, energetic and aged between 16 and 25 to join the Youth Board.

You need to 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

As a Youth Board member, you will:

- attend meetings on the first Thursday of every month (12 times a year, likely starting in September 2024).
- attend other meetings as necessary, for example as part of working groups.
- receive free tickets to productions, participation events and attend press nights.
- positively promote the work of Nottingham Playhouse to your own networks via social media and other channels.
- have the opportunity to meet Nottingham Playhouse staff and gain unique insight into how a theatre is run.
- spend time with the Director of Participation to plan your personal development and how Nottingham Playhouse can support you in that.
- develop many skills including teamwork, leadership, advocacy, minute writing, and board membership.
- gain a network of like-minded peers and learn from professionals in 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.

The Youth Board's work so far

We are proud of what we have achieved and are achieving. This includes playing a part in:

- The new Youth Pass scheme for £5 show tickets
- Free sanitary products in all Playhouse toilets
- The creation of the monthly Nottingham Queer Arts Collective

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- The creation of the Speak Easy Spoken Word Collective
- Supporting the introduction of a new approach to accessible ticket booking for disabled people
- Adding alt text to Playhouse tweets

As well as the Youth Board itself, our connections and work for Nottingham Playhouse include:

- Paid assisting and facilitation work on theatre workshops at the Playhouse and around Nottingham
- Paid Project Management work on participation programmes
- Observing rehearsal processes for Playhouse main-stage productions
- Sitting on interview panels
- Representing Nottingham Playhouse at meetings and events

Working with the Board of Nottingham Playhouse Trust Ltd:

The Youth Board works with Nottingham Playhouse's Board of Trustees in 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 a way for 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 creating a workforce representative of the diverse communities we work with. We believe that theatre belongs to everyone and want to make sure that everyone has the opportunity to be involved. We want to work 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 who are Black, Asian, Brown, dual heritage, indigenous to the global south and or have been racialised as ethnic minorities and we take positive action for equal opportunities through the recruitment process. We have an Anti-Racism Action Group and an Access Working Group to create a programme of change to deliver increased representation, and to advise the Executive and Nottingham Playhouse Board of Trustees on matters of diversity, inclusion and equality.

We actively encourage applications from the Global Ethnic Majority and Disabled people. Applicants who identify as from the Global Ethnic Majority and/or as Disabled on the Equal Opportunities Monitoring form will be guaranteed an interview for workforce vacancies if they meet the minimum criteria on the job person specification. We are committed to ensuring that interview panels are as representative as possible, whilst comprising the relevant skills and experience to assess candidates' suitability for the role.

We are a Disability Confident employer, recruiting and supporting disabled people in the workplace. We are happy to discuss reasonable adjustments to ensure the recruitment process is accessible.

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 contact us at recruitment@nottinghamplayhouse.co.uk or ring our Stage Door on 0115 947 4361.

We welcome proposals to consider for flexible working on hiring. 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.

We are open to discussing the possibility of flexible working. While we can't necessarily guarantee to give you your exact proposal, we do promise to carefully consider your request and explore what is practical for the role.



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.

Data and monitoring

As part of recruitment procedures Nottingham Playhouse collects and processes personal data relating to job 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 persons 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.

Submitting your application

Please submit your completed Application Form and Equal Opportunities Monitoring Form **by email** to recruitment@nottinghamplayhouse.co.uk stating '**Youth Board Application**' in the subject header. Please send as a **Word document or PDF**. 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 recruitment@nottinghamplayhouse.co.uk.

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

If you require an alternative way to make your application, please contact us to discuss a suitable format.

Deadline for applying

Closing date for applications: **Monday 15 July 2024 at 12noon.**

All applicants will be notified of the outcome of their application. If shortlisted, you will be invited to a group interview session on **Thursday 1 August** from 6.30-7.30pm at Nottingham Playhouse. Successful candidates will then be asked to join future meetings from September onwards.

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