



Information Pack to join The Performance Ensemble's Board of Directors

June/July 2023



Deadline: 18th June 2023



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**ARTS COUNCIL
ENGLAND**



Welcome

The Performance Ensemble (TPE) makes high-quality art with the experience of age, in support of social change, based in Leeds. Our vision is to live in a world where older people enjoy fulfilling, meaningful and connected lives, where their creativity and contribution to society is valued.

As a Community Interest Company, we are looking for new Directors to shape our future

This is a very special time to join us as we embark on a tremendous journey as a brand-new Arts Council National Portfolio Organisation (NPO) with revenue funding investment to underpin our work, 2023 – 2026.

The Performance Ensemble is overseen by a board of six directors with a range of backgrounds and lived experiences. We are looking to expand our board with Directors who will bring fresh and diverse perspectives, professional skills and experience to realise our mission, future plans and goals, and to help us deliver the aims of Arts Council's *Lets Create* strategy.

We need an active board who want to work together as a team and as critical friends to offer appropriate challenge and support, whilst embracing our ethos of care and kindness. We aim to embed principles of diversity and inclusion to our board membership, as well as to our work, too. In order to address underrepresentation, we particularly welcome applications from people who identify as disabled, neurodivergent, LGBTQIA+, or who are part of the Global Majority.

About The Performance Ensemble

After several years of experimentation and the successful delivery of one-off projects, Alan Lyddiard, award-winning theatre and film director, producer, and writer, formally created The Performance Ensemble in 2017. Since then, we have been developing and creating contemporary performance and participatory projects with older people for audiences/participants of all ages, locally, nationally and internationally, in the community, on stages, on sites and online, and always in partnership.

There are over 167,000 people living in Leeds over the age of 60. They have important, sometimes extraordinary experiences and gifts to share, but too many sit at home, unfulfilled or lonely. We believe older people should be able to participate freely in the cultural life of the community. We believe that everybody is creative and has a story to tell, whatever their age. We believe older people have valuable contributions to make to society, but that as we age, we become invisible to others, and that must change.

We are an emerging company of older performers from different backgrounds and cultures, creating contemporary work that draws on older people's life experiences, hopes and fears, for audiences of all ages. We work locally and internationally from our diverse roots in Leeds: a city that celebrates over 140 spoken languages and has pledged to become the 'best place to grow old in'. You might find us and our work in a train station, a community centre, on stage, or in a garden. Each piece is different and may surprise, delight or move you to tears.

Our ensemble makes work, and leads participatory work in the community. These are equally valuable components of our programme. Our community work is where some of our richest partnerships are located, and we are looking forward to extending work with communities across the four corners of Leeds this year and into the future, with new partnerships in health and social care.



What We are Looking for in Our Directors

You might not know our work, but you will share our belief in the power of performance, the strength and importance of community, and our commitment to older people's creativity.

Diversity and inclusion are central to everything we do. We are alive to the challenges and inequalities that older people face and aim to break down barriers to participation. We want to reach and represent the diverse communities of our city and are developing local partnerships to do so. We are developing and strengthening our company's infrastructure, strategy, policies and procedures, and we are prioritising people, relationships and openness as we do so.

Whilst we would like to hear from applicants from a range of backgrounds and experiences, we are particularly keen to hear from those with specific knowledge and skills in any of the following areas:

- Legal – a practicing solicitor, or an education or background in law
- Human Resources, People Management/Practice or Learning and Development
- Finance – a qualified practicing accountant, or treasurer for example
- Environment & Sustainability – with an ability to apply experience to our work
- Commercial acumen to fully explore developments including acquisition of future premises
- Data collection and interpretation/analysis

The general skills, knowledge and attributes we require from our Directors include:

- An understanding and acceptance of a Directors legal duties and responsibilities
- An ability to think creatively and strategically, to see the 'big picture'
- An ability to bring objectivity and impartiality to decision-making in good faith to promote and protect TPE's best interests above all others
- An ability to collaborate and work as part of a team
- Good interpersonal skills, tact and diplomacy
- A strong personal commitment to equality, diversity and inclusion
- A willingness to use skills and contribute time to develop the company
- Public spirited, non-judgemental and empowering
- Access to IT/Internet connection and confidence using Zoom for online meetings

What we ask of you:

- To serve an initial term of 1 year or the full term of the NPO, with the possibility of reappointment
- To approve, monitor, implement and evaluate operational strategies and policies
- To ensure that TPE fulfils its statutory obligations and delivers its contract to Arts Council England
- To attend bi-monthly/quarterly board meetings at a time/day to suit the majority, in-person and online
- To sit on task and finish groups/sub-committees as we develop the company
- To attend an annual board away day, and training sessions
- To attend TPE events, and engagements
- To provide specialist advice and expertise as required and appropriate
- To advocate and champion the work of TPE and a willingness to use connections to advance the company

Directors' roles are voluntary and unpaid, however reasonable out of pocket expenses can be covered.

Next Steps

If you would like to know more about the company and/or any aspects of the Director role, you are welcome to contact us for an informal chat with TPE's Artistic Director Alan Lyddiard. To arrange, please contact Kate Moxon at kate@theperformanceensemble.com

If you haven't seen our work and you would like to find out more, you will find plenty of information on our website www.theperformanceensemble.com. [Here](#) you will find Alan talking about our latest performance Sinfonia as part of a takeover of Leeds Playhouse in April/May 2023 that showcases the extraordinary creativity of older people.

You can apply with your CV and a short cover letter, or by sending us a short video or audio piece.

Closing date is: 18th June 2023

What to send:

- An up-to-date CV that includes what you see to be core experience relevant to the role
- Either a cover letter (max. 1 side of A4) OR video/audio file (max 3 minutes) that tells us why you're interesting in joining our board as a Trustee and that sets out the specific skills, experience and attributes you have
- Contact details for two referees, of which at least one who knows you in a professional capacity
- A completed, anonymised Equal Opportunities form

Please send your materials to kate@theperformanceensemble.com

If you require any additional support through the application process, please let us know and a member of the team will assist you.

What Happens Next?

We will get in touch with all interested and invite you to meet and chat with Alan Lyddiard, Artistic Director & CEO and Board Director and Carmel Langstaff, Board Director.

This conversation will last around 30 minutes and is an opportunity for us to meet and find out more about each other. We are happy to arrange a chat in person or online via Zoom, for example.

After this stage, we will invite selected applicants to observe a TPE board meeting, giving you the opportunity to meet the full board. A final decision will be made afterwards.



Thank you



**We look forward
to meeting you.**