



Young Board Associates

Theatre Royal Bath

Dear applicant,

Thank you for your interest in becoming a Young Board Associate (YBA) of Theatre Royal Bath Limited (TRB).

As a charity, we are dedicated to creating and supporting opportunities for young people to help them grow, gain confidence, and broaden their skillset.

We are committed to championing the voice of young people through our extensive engagement programme. Building on this, we are thrilled to create two new positions aimed at enabling younger people to contribute at board level, where decision-making happens. The successful candidates will gain experience of governance and decision making as well as insight into one of the country's most successful theatres.

This is a pivotal moment for TRB as we have just celebrated 19 years since the opening of The Egg Theatre, our innovative and distinct theatre for young audiences. At this point we recognise the importance of looking to the future. Paul Heal, of TRB, said: *This is a rare opportunity to contribute to the remarkable long-term success story of one of the South West's most important cultural businesses.*

To coincide with the creation of the Young Board Associate position, the Engagement Department will also be launching a series of youth councils with the aim of listening to the opinions, suggestions and ideas of participants. In addition to attending TRB Board meetings 6 times per year, the Young Board Associates, will meet the Youth Council 3 times per year to act as the conduit between the councils and the rest of the Board.

This information pack seeks to answer any questions you may have about the recruitment process and what it means to be a Young Board Associate. If you would like to be part of our vision for the future, please consider applying to join us.

We are committed to ensuring that all candidates are supported in applying for these roles. If you would like an informal chat about the post with a TRB staff member, please contact the Engagement Administrator, Tracey Cook to organise tracey.cook@theatreroyal.org.uk / 01225 823 409.

I enclose the following written materials: Who are we looking for? (page 3); What will you do? (page 4); How to Apply (page 5); Theatre Royal Bath Further Information (pages 6 & 7).

Yours sincerely,

Kate Cross

Director of The Egg Theatre

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What is a Board Associate?

It is vital that the thoughts, opinions and lived experiences of young people and their communities are represented at each level of our organisation. As part of this, we commit to engaging younger people in our strategy development and key decision-making processes.

Therefore, we are currently seeking to appoint two Young Board Associates (aged 18-25) who will be invited to attend meetings of the TRB Board of Trustees and fully contribute to those meetings. The Young Board Associates position is 'honorary' and as such the associates will not be company directors or charity trustees of TRB. The opportunity to attend and contribute to meetings of the TRB Board of Trustees is by invitation for the duration of your appointment as a Young Board Associate.

In line with Charity Commission guidelines, this is a voluntary position and therefore attending board meetings is unremunerated. However, we do not want finances to be a barrier and will work with the candidates to ensure that reasonable expenses that are incurred are reimbursed. This includes expenses pertaining to the YBA's attendance at the hour-long youth council meetings (max 3 per year).

Who are we looking for?

The newly recruited Young Board Associates should be able to demonstrate or show potential to have:

- a commitment to the mission of Theatre Royal Bath (see page 6 for details);
- integrity and discretion;
- the confidence to actively engage in strategic conversations and decision-making processes;
- an ability to think strategically;
- an ability to work effectively as a member of a team and to make decisions for the good of TRB and those who engage with the organisation;
- a commitment to learning and professional development.

It is not necessary to have previous trustee experience and we encourage applicants who do not have experience of being on a Board to apply.

Theatre Royal Bath is committed to the principles of equality, diversity and inclusivity and invites all applications accordingly.

With this in mind, we especially want to hear from applicants who:

- have experience of care the care system;
- are from the LGBTQ+ community;
- are disabled and/or are neurodivergent;
- are people of a minoritised ethnicity;
- currently receive benefits i.e. free school meals, universal credit;
- are asylum seekers or refugees;
- identify as D/deaf.

As an organisation, we are committed to safeguarding across the entire organisation and require all staff, workers, volunteers and participants to share in this commitment.



What will you do?

A full induction will be provided for the Young Board Associates to ensure understanding of the nature of the role, together with an explanation of the wider expectations, duties and role of the TRB Board.

Upon your appointment as a Young Board Associate, we will ask you to sign a formal letter of engagement with TRB that will set out the terms and conditions that apply to the position. This will include an explanation of the legal basis for your appointment as a Young Board Associate, together with details of your duties to TRB, including a duty of confidentiality; TRB's duties to you; and the conditions under which TRB, or you, can terminate your appointment.

Your headline duties as a Young Board Associate will include:

- attendance at and preparation for approximately 6 Board meetings per year;
- meeting once a term (3 times a year) with Engagement Council Reps & the Head of Engagement/Director of The Egg (see communication chain below);
- contributing your findings to The Egg Theatre Board reports where appropriate; and
- where appropriate, working alongside the Head of Engagement / Egg Director to discuss Key Performance Indicators linked to our work with young people and communities.

In addition to the above duties, the Young Board Associates should use any specific skills, knowledge or experience that they possess to help the Trustees make decisions. This may involve leading discussions, identifying key issues, and providing guidance on new ideas.

Ideally, we would wish Young Board Associates to be regular visitors to the three Theatre Royal Bath auditoria; the Main House, the Ustinov, and The Egg theatre. [There is a complimentary 'comp' system in place to enable free tickets where possible.]

Communication Chain

- Regular internal council sessions made up of young people / participants are chaired by Engagement staff. E.g., Theatre School Youth Council chaired by the Participation Producer, Bath Theatre Academy (BTA) Council chaired by the Education Producer.
- Representatives of each of the various councils meet termly in a Youth Panel meeting, chaired by the Head of Engagement and attended by the Young Board Associates.
- Young Board Associates meet with the Director of The Egg and together disseminate appropriate information at TRB Board meetings.

What can I expect?

- **Pastoral support.** You'll have access to ongoing pastoral support from a member of the Engagement department.
- **Expenses.** We will ensure that relevant expenses incurred due to attendance are reimbursed.
- **Trial meetings.** Attendance at two TRB Board meetings in person in either November 2024 or January 2025 and January or March 2025 to observe the meetings and learn what to expect [prior to formal commencement of your appointment as a Young Board Associate].
- **A Board Mentor.** One of the members of the Board of Trustees will support you as you start your journey with us. Your mentor will be someone with charity experience who can help you get to grips with your new role and responsibilities as well as build your knowledge of the organisation. This will include support before and after meetings.
- **Training.** We will explore training opportunities to support the candidates in understanding what it is to be a Young Board Associate, e.g. safeguarding, or youth voice advocacy.
- **Tickets.** As well as receiving comp tickets to the spaces at TRB, Board members have the opportunity to attend opening nights in Bath, and London for plays produced by TRB's production company, Theatre Royal Bath Productions.

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How to Apply

Deadline for Applications: Please ensure applications reach us no later than 12 o'clock (noon) on **Tuesday 29th October**

Interviews: Weeks Commencing: 11th & 18th November

Interviews will take place at The Egg, TRB with current trustees Lucy Walker, Ruth Keily, Suresh Ariaratnam, and Head of Engagement, Janine Solomon-Gardner.

What support will I get before I apply?

If you would like to book an informal chat with a member of the Engagement Department to answer any questions or to get some advice on applying, please contact Engagement Administrator Tracey Cook Tracey.cook@theatreroyal.org.uk to organise a telephone call, or a digital / in-person conference.

Application Procedure

Please complete the following forms:

1. **Your Application** which answers to the application questions (below), and gives us some more details about you.
2. [Equal Opportunities Monitoring form](#). The form, which will be anonymous and separated from your application, will enable TRB to explore the data and allow for equality of opportunity, investigate the underlying causes of any inequalities and seek to redress any unfairness or disadvantage.

We are interested in what you say rather than how you say it. Please apply in the format that best suits you and enables you to respond fully to the role. This could be written English, video (BSL/spoken, English/SSE), or an audio recording.

Questions

1. **How will you help us to see things differently? (100-200) written words or 2-4 minute recording**
We are asking this question to hear about your experience, knowledge and skills and what we can learn from you.
2. **Why do you care about our mission (The Egg Theatre & TRB)? (50-100) written words or 1-2 minute recording**
We are asking this question to understand what you are passionate about.
3. **What would you like to gain from this experience? (50-100) written words or 1-2 minute recording**
We are asking this question to better understand what drives your personal development plan.

Having read all the information here, what questions do you have for us? We will address these as part of the interview process.

If you require this information pack in another format (e.g. Large Font, audio recording) please contact Tracey Cook as above.



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Theatre Royal Bath Further Information

TRB's vision for social change marries artistic quality with diversity, augmenting the pool of people who access the arts as a leisure or professional pursuit. The curation of our three auditoria and Engagement Department exemplify our principle of making everything the best it can be and speaking to the widest range of people's lived experiences. This necessitates a balance of populism with riskier activity, supplying and creating new demand.

TRB's Mission Statement

We present high-quality entertainment that welcomes a wide range of audiences to develop a lifelong love for theatre. We are committed to making our historic stages available for learning and to connect with the past, make sense of the present, and offer a portal to the future.

Core Values of TRB

Our core values are to:

- nurture a vibrant and sustainable theatre ecology in the region;
- maintain at all times a commitment to rigorous decision making and artistic quality;
- ensure value for money;
- celebrate individual freedom of expression and value a broad church of lived experiences for all stakeholders.

There are three separate performance spaces.

At the heart is the [Main House](#) (seating 888), which presents a year-round programme of the best available theatre, comedy, opera, dance and pantomime. Serving a reliable audience that favours high-quality dramas from the UK's prestigious producing outfits starring the country's revered actors. Currently, Theatre Royal Bath Productions has approximately 15 productions at various stages of development that will appear at TRB, on national tour and in the West End.

The [Ustinov Studio](#) (seating 126), presents top quality in-house productions and the best of small-scale touring theatre and is home to artistic opportunity. Deborah Warner CBE, Artistic Director, attracted international artists to unique and intimate collaborations in opera, dance, and classic adaptations. This work has transferred to the Old Vic, Edinburgh International Festival, and The Royal Opera House.

[The Egg Theatre](#) (seating 126), is a centre for creativity, innovation and young people. It is one of the country's most established theatres dedicated to children and young people, and presents toured-in professional work year-round, alongside Egg Productions, which creates high-quality work for young audiences with national and international touring. The newly established [Wonderfund](#) provides free places for state school children to watch plays at the theatre.



The Egg's Mission Statement

The Egg Theatre aims to be a place of innovation, imagination and learning, where theatre for and with young people is invented and reinvented every day.

It is a theatre for curious and young minds, where we explore the joy of being human through shared theatrical experiences.

The Egg Theatre operation broadly falls into two subsections, which we sometimes call departments, though we share the same office and are viewed as a single entity. These are:

Building and Productions (The Egg). The toured-in programme, idea and script development, producing, touring and all things theatre for young audiences.

Engagement. This department broadly covers all participation, education and outreach activity. It includes the delivery of Level 3 Performing Arts, schools' liaison, delivery of all out-of-school creative learning including our youth theatre, early years provision and adult creative learning. The Egg also has a full-time administrator and employs casual receptionists, front of house, workshop assistants and freelance practitioners.

The **Engagement** team comprises the following sub departments.

Theatre Royal Bath Theatre School (TRBTS)

There has been a youth theatre in residence at Theatre Royal Bath for just under thirty-six years. During this time, it has been called many names, including Young Person's Theatre (YPT) and Theatre Royal Bath Theatre School (TRBTS), and has been housed within all three of our auditoria. Currently housed in The Egg, the youth theatre offers specialised training and professional insight into the world of theatre, both on stage and off.

From Main House large scale productions to site-specific projects, fully remote digital productions to touring to the National Theatre, creative ambition and innovation has always been at the heart of what we do. We believe that all young people should have access to exceptional experiences and take pride in the diverse and theatrically eclectic offer we can give to the young people of Bath and beyond.

Bath Theatre Academy (BTA)

Bath Theatre Academy is a trailblazing theatre and performance initiative, championing the notion that young people can and do create excellent art. BTA is a collaboration between Theatre Royal Bath and Bath College offering students 16+ a two-year, full-time qualification in Performing & Production Arts. With up to 40 students per academic year, the course centres around collaborative theatre making, affording students the opportunity to explore many facets of the creative industries. Starting its eighth year in September 2024, BTA offers young people the space and resource to play, explore and create brilliant theatre. BTA works with over 60 visiting freelance practitioners, with the aim of providing the highest quality education for young people. We provide direct and viable links to the industry and meaningful arts experiences for both our students and freelancers. BTA is committed to nurturing the vibrant hub of theatre and performance practitioners in the South West and strives to offer opportunities to early career artists.

Community Engagement (Engage)

Producing all participation activity for adults (18+) including workshops, courses, training, productions, outreach, backstage tours, post-show discussions and TRB's volunteers. This programme is called 'Engage' and is funded by the Beryl Billings Trust. There are currently 70 participants taking part in various groups weekly, including Engage Elders (age 65+), Engage Acting (18+), and Engage Together (18+, for adults accessing care provision from [Achieve Together](#)). This department is also responsible for developing the vision and operational structure for a proposed fourth venue at TRB, specifically for community engagement.

Education & Outreach

There are three main focuses of our education work.

- *The Wonderfund*, a free ticket scheme for state schools allowing young people to access live performances at The Egg.
- *On Demand*, a service where we link up our skilled artist network with schools to create bespoke educational experiences.
- *Junior Apprentice*, a week-long work experience programme welcoming up to thirty 14-16 year olds annually, where they learn from industry professionals, honing their skills and develop their creative practice.

Our outreach work with young people seeks to enable access to those who may experience barriers.

