

TRUSTEE RECRUITMENT PACK
SUMMER 2024



P E T E R B O R O U G H ' S S T O R Y I S C H A N G I N G

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Welcome from Mark Smedley, Chair of Trustees

Thank you for your interest in becoming a trustee for Jumped Up Theatre, and for taking the time to read this recruitment pack.

Jumped Up is a local arts organisation that is having a direct and positive impact on Peterborough and the surrounding areas. We are excited to meet people like you as we expand the Board.

We are looking for passionate, knowledgeable and enthusiastic individuals to take Jumped Up on the next stages of its journey. As a new National Portfolio Organisation proudly being supported by Arts Council England and Esmée Fairbairn Foundation we are growing in both size and activity. This means ambitious plans, strong fundraising relationships and a need for a supportive Board for the staff team.

Joining the Board gives an opportunity to utilise your skills, learn and develop from like-minded but varied fellow trustees. Jumped Up trustees oversee and govern an exciting arts and dynamic organisation as it develops arts and culture in many forms, for many people.

We believe that Jumped Up's programmes are enriched and more effective when a diverse range of perspectives and lived experience is represented at all levels. Disabled, D/deaf and/or neurodivergent people and those from Black, Asian and Ethnically Diverse backgrounds are under-represented on our Board of Trustees, so we particularly encourage applications from people in these groups.

In addition, with our growing focus on children, young people and families, we are also keen to recruit trustees under the age of 30.

If you are interested in the role but not sure if you are the right fit we would very much encourage you to get in touch. Please email kate@jumpeduptheatre.com with any questions you might have.

Training and a buddy system can be put in place as part of your induction as a new trustee. More details about the role, how to apply and the next steps are all outlined below - we look forward to hearing from you.

Best wishes

Mark Smedley
Chair of Trustees

Recruitment Of Two New Trustees For Jumped Up Theatre

What we are looking for:

Jumped Up is seeking two people who share our values to join Jumped Up's Board of Trustees.

We are currently seeking applicants who can demonstrate that they have experience in **one** or more, of the following roles or settings:

- **In formal or informal education, or with young people, in youth work or with families.**
- **As a community activist involved in creating change, big or small, in any setting.**
- **As a Human Resources, marketing, or legal professional.**

Your experience and skills may have been developed in a professional role, or as a volunteer. The important factor is that you are willing and able to use that knowledge and insight to support Jumped Up's delivery of arts activity in Peterborough.

In addition, we are actively seeking applicants who identify as being D/deaf, disabled, neurodivergent, or are from a migrant or a Global Majority background. Please see below an overview of the actions we are taking to deliver our commitment to Equality, Diversity and Inclusion.

Applicants should also demonstrate that they:

- Are committed to Jumped Up's purpose and values.
- Understand the leadership role of trustees is to advise and support.
- Are solution-orientated, drawing on lived and professional or voluntary experience.
- Are a reflective thinker who can bring insight and understanding to complex issues.

You do not have to be an expert or professional in arts and culture, or currently in a paid-leadership role to be a Jumped Up trustee.

A passion for arts and culture is needed but doesn't have to come from professional work. We also recognise that leadership skills can be developed and demonstrated in many different settings, through work, volunteering, lived experience and study. The growth of skills and knowledge can also be part of your journey as a trustee, though training, mentoring and becoming involved in the organisation.

Trustee Responsibilities:

- This is a governance role, supporting Jumped Up's staff and contractors to deliver the company's mission, its commitments, and to fulfil our legal responsibilities as a Registered Charity in receipt of public funding.
- Independent finance specialists provide support to staff and trustees to responsibly manage budgets and comply with regulations.
- Trustees are volunteers, and the role is unpaid. Reasonable travel expenses can be paid, and access support provided, including for this application process.

Trustees commit to support Jumped Up Theatre by:

- Preparing for and attending a minimum of 4 board meetings a year, including an annual away day. These are a mix of face-to-face meetings in Peterborough and on Zoom.
- Attending the Autumn board away-day (Friday 4 October 2024 tbc.)
- Following up on agreed actions and other legal and organisational responsibilities in-between board meetings.
- Advocating for and supporting Jumped Up, including attending our events.
- Being a trustee for a minimum of two years.
- Abiding by the Trustees Code of Conduct

Our commitment to Equality, Diversity and Inclusion:

As well as our ambition to diversify representation at board level we are also taking other actions to ensure diverse voices shape our programmes and processes, such as:

- Engaging two Agents For Change. These critical friends support our plans to be ambitious in delivering inclusivity for audiences, participants and artists who are from diverse backgrounds and/or are disabled.
- Equality and inclusion policies and action plans, which embed anti-racism, anti-discrimination and inclusion in our work.
- Steering groups, paid for their time, who reflect the audiences and participants we are reaching. These groups co-create our projects, from designing activity for others, to selecting practitioners, to exploring their own creativity.
- Using our resources to create opportunities for new leaders who are under-represented in the arts sector to develop their practise and build their careers.
- Monitoring and reflecting on the audiences, participants, and artists we are engaging with, striving for equal representation and opportunities.

The opportunity to become a trustee for Jumped Up at this time should be compelling to anyone who shares our values and believes in our vision of creating a new story for Peterborough.

Please get in touch if you have an interest in this opportunity, or would like to be considered in future years, or if you have any other questions.

Best wishes

Kate Hall
Creative Producer
Jumped Up Theatre
kate@jumpeduptheatre.com

Application Process & Deadlines

If you require additional information or modifications of the application process, including providing information in other formats, access support for meetings, or anything else, please do not hesitate to get in touch with the Kate Hall via email kate@jumpeduptheatre.com

Stage 1: Questions and enquires.

Informal meetings with Creative Producer (face-to-face or online.)

Creative Producer is available face-to-face or online for enquiries / questions.

Contact kate@jumpeduptheatre.com before Thursday 13 June 2024

Stage 2: Deadline for applications 10am Monday 24 June 2024.

Applicants are asked to submit:

1. A statement answering these questions (max 2 pages or 5 minutes audio/video).
 - *Why do you want to be a trustee for Jumped Up Theatre?*
 - *What relevant experiences, professional, personal or volunteering, will you bring to this role?*
 - *Can you give an example of how you have led change with others?*
 - *Why is arts and culture important to you and in a place like Peterborough?*
2. And a short CV or narrative of relevant experience (max 2 pages or 5 minutes audio/video).

Stage 3: Interviews of long-listed candidates with board members and Jumped Up supporters.

1. Zoom meeting with Chair of Board and one other trustee, between 24 June - 19 July.
2. Informal face-to-face meeting with Creative Producer & supporters panel, drawn from our Agents For Change, steering groups and artists/specialist advisors.
In Peterborough, date tbc, possibly Saturday 6 July 2024 depending on applicants' availability.

STAGE 4: Reference checks for short-listed candidates August 2024

STAGE 5: Jumped Up Board Meeting Tuesday, 10 September (online)

Proposed candidates attend as observer and introduce themselves to all the trustees.

Board members vote.

There is an induction process including training and peer-support for successful candidates.

JUMPED UP VISION & VALUES:

We are a catalyst for change in Peterborough. Our programming and co-creation models create new audiences by giving a platform to new stories and experiences, through participatory experiences and live events.

We imagine a better future for Peterborough by delivering a programme rooted in the values of being shaped by local need, provide exceptional experiences and is partnership driven.

The change that we want to be part of is for Peterborough's culture is to:

- Be successful and relevant: confronting and celebrating the city's authentic, contemporary identity in ways that are inclusive and brave.
- Model success through empowered partnerships: creating agency for those who may be excluded from power but want to create change for themselves.
- Be a mature local artistic community: ambitious and skilled to work with the wider community and to take those stories further afield.

Our practise is work to Peterborough's strengths. This is a growing city with a young, diverse population, green space and multiple community networks. Multiple challenges of social inequality motivate us to drive change and provoke debate.

We listen to the dreams and fears of local people and seek to match them with opportunities that will deliver more than they thought possible. We are generous with our resources and social capital, which we use to enable others, including ceding our influence and authority into their hands when we can.

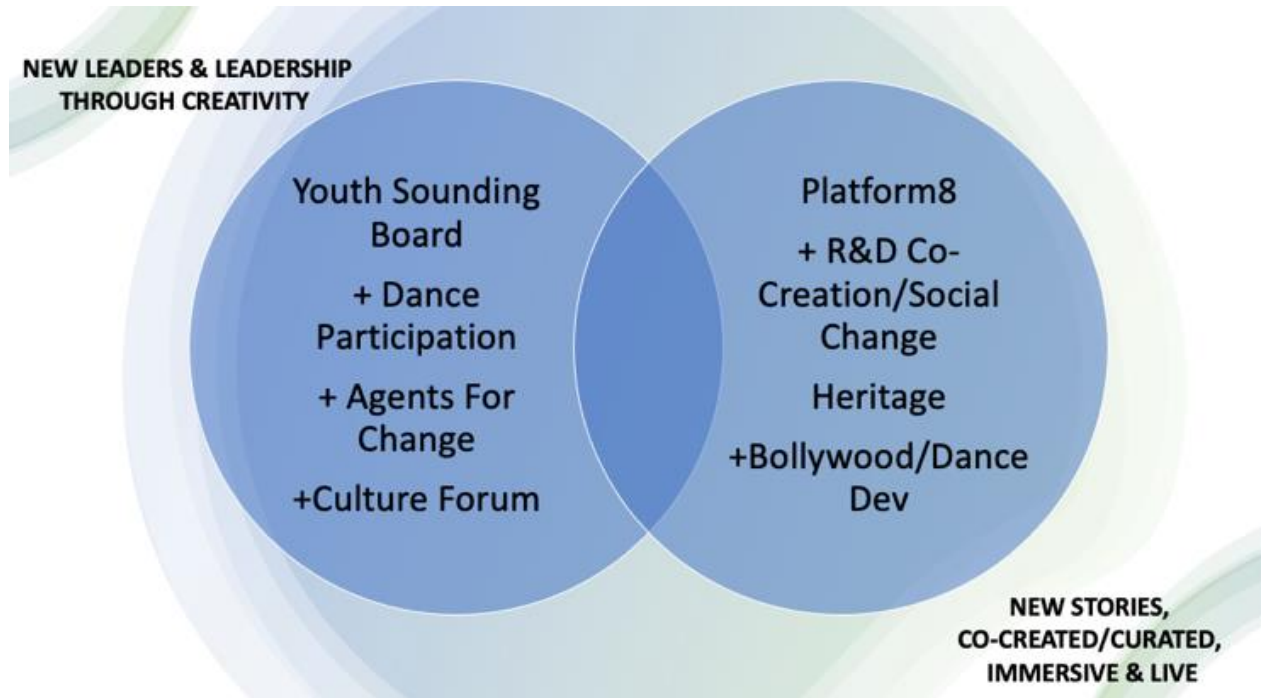
We originate projects through community consultation, including co-creating with community leaders and organisations with whom we build understanding by identifying grassroots needs/opportunities, and then introducing excellence into process and production. We focus on those who aren't served by the city's infrastructure.

We have been practising the values of community-led and co-created work for many years, curating programmes to make touring shows become meaningful to local communities, connecting participants and artists in a spirit of co-creation, supporting pathways of audience engagement and artist development, and raising the expectation of what the arts can be here.

We use the performing arts and engagement activity to meet people where they are.

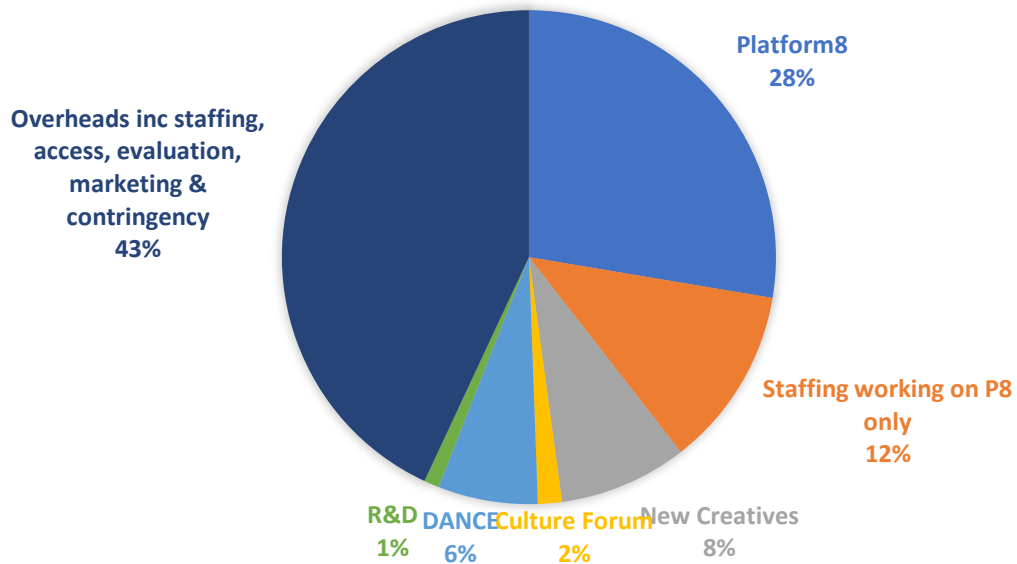
JUMPED UP'S PROGRAMME 2023-2027

Our plans for the next 5 years focus on two strands that overlap:



1. **New Creatives / Youth Sounding Board** – Social-change creative campaigns, delivered creatively, using live events and/or digital platforms, led by young people for young people.
2. **Platform8** – innovating the programming and curation of live events and participation activity in Peterborough so they are more relevant and inclusive, especially for children, families and young people.
3. **Peterborough Culture Forum** – Holding space for learning, networking, skill development and consultation for arts and community organisations, independent activists and freelance artists.
4. **Dance & Well-Being Programme:** Currently Dance Included – inclusive development programme, building resilience and skills of local leaders through movement and group coaching, and Bollywood classes.
5. **R&D / Mentoring / Agents for Change**

ANNUAL BUDGET SPLIT



Forecast budget allocation (approximately £250K per year).

In 2023/24 27% of the artists and specialists we commissioned were from Global Majority or migrant backgrounds, and they received 23% of the budget for fees. 19% identified as D/deaf, disabled or neurodivergent, and received 21% of the budget for fees

JUMPED UP'S STRUCTURE



Detailed information about the individual trustees and staff team, including the Agents for Change, are on the Jumped Up website here: <https://jumpeduptheatre.com/team>

JUMPED UP'S HISTORY

Jumped Up started as a small-scale touring theatre company at the Edinburgh Festival Fringe in 1993. In 2006 the company started to become embedded in Peterborough, collaborating with others and leading change in the city, resulting in being awarded National Portfolio status and funding by Arts Council England in April 2023.

Our original Platform8 Festival, part of the Collaborative Touring Network from 2016-19, had 5023 audience members and 1025 participants over 3 years. In the last year of Platform8, 94% agreed that the programme was *"different than what's usually on locally"*, 76% agreeing that they now *"had confidence to see something new"*. Of audiences surveyed 54% were under 25yrs, 13% defined themselves as BME and 8% as disabled.

In 2021 our youth Sounding Board's #FierceTalent campaign, built on community interest in young people's creativity during lockdown, celebrated the local youth arts sector and was selected by the Guildhall's [Disrupt Conference and Toolkit](#) as an example of innovative co-creation with young people. The young people's co-created creative campaign has continued.

In 2021 Rent Party, directed by Darren Pritchard (House of Vogue), a co-created show for the Moving Roots network transferred to Battersea Arts Centre's Grand Hall to headline the Co-Creation Festival: *"Most authentic, joyful show I have seen all year"* Tarek Iskander.

In 2022 we were CTN commissioning partners of Zimbabwean group Meet My Ancestors, led by John Pfumojena, bringing together Beat This CiC to work with High Heritage, a community organisation focused on young Black British experience, and two city-centre academies, to explore issues of culture and identity.

In 2023 we commissioned Jo Fong's Peterborough version of *"How Shall We Begin Again?"*, a co-created, inclusive dance project, of over 30 participants. In 2023 we also hosted Touretteshero's *Burnt Out In Biscuitland*, and have continued to work with the local artists commissioned alongside this event.

Our Peterborough Culture Forum has grown from our leadership of a local What Next? Chapter, and was adapted to provide sector support during the pandemic from April '20 and later supported the creation of the city's Cultural Strategy and the formation of the new Cultural Alliance. This forum is now written into the new Arts Council England's place-based programme.

The Board of Trustees has also been refreshed with a range of new skills, with regular trustee support for the senior leadership, improved governance processes. The Board continues to challenge itself in representation, strategic leadership and engagement.

We have positive relationships with statutory bodies, community groups and artists, co-chaired the Peterborough Cultural Alliance, and have built a reputation of authenticity and dynamism whilst retaining independence. We sit alongside the city's well-connected community sector, listening and co-creating change for those facing multiple social challenges.

LINKS & PARTNERSHIPS

Jumped Up online:

Website: <https://jumpeduptheatre.com>

Facebook: @JumpedUpTheatrePBO <https://www.facebook.com/JumpedUpTheatrePBO>

Instagram: @jumpeduptheatre <https://www.instagram.com/jumpeduptheatre/>

Twitter: @JumpedUpTheatre <https://twitter.com/JumpedUpTheatre>

YouTube: <https://www.youtube.com/@jumpedup/videos>

Arts Council England is Jumped Up's principal funder. As a National Portfolio Organisation, we are committed to delivering a programme that has been agreed with them, addressing their priorities, and reporting to them. We have been awarded £150K per year for four years, from April 2023- March 2027

Their strategy is called Let's Create: <https://www.artscouncil.org.uk/lets-create>

In addition, we are expected to raise match funding to develop our programme. We currently have live applications with the Esmee Fairbairn Foundation and the Paul Hamlyn Foundation, whose values we believe we are closely aligned to, especially to "*secure a fairer future, and strengthen the bonds in communities*" and the "*inter-section between arts and social change*"

<https://esmeefairbairn.org.uk/about-esmee/strategy/>

<https://www.phf.org.uk/our-work-in-the-uk/arts-access-participation/>

Peterborough Cultural Strategy / Peterborough Cultural Alliance provides strategic oversight for arts, culture and heritage in Peterborough. Jumped Up has been deeply involved in the formation of both and continues to be active both as a board member and as a delivery partner.

<https://peterboroughculturalstrategy.org.uk/final-recommendations-and-supporting-documents/>

The Charities Commission website contains a lot of useful information about the responsibilities of trustees and good governance.

<https://www.gov.uk/government/collections/charity-boards-and-governance>

Jumped Up's entry on the Register of Charities, where you can download our Annual Report and Accounts.

<https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/3985057>

The National Council For Voluntary Organisations (NCVO) also provide a lot of useful guidance. Jumped Up is a member so can access the full range of NCVO guidance, support systems and subsidised training.

<https://www.ncvo.org.uk/help-and-guidance/running-a-charity/legal-requirements/legal-obligations-of-charities/>

Jumped Up's Creative Producer, Kate Hall, was commissioned to write two articles for the Guildhall's Disrupt programme, one about the impact of platforming young people's voices and co-creation, and on alternative models of governance:

<https://www.disruptfestival.org/toolkit>