



Southpaw Dance Productions
Trustee Recruitment Pack

Welcome

Thank you for your interest in becoming a Trustee of Southpaw Dance Productions. We are seeking up to four new Trustees to join the board in 2023.

Southpaw Dance Productions (SDC) is a newly formed Charity (Registration Number 1198031) that inherits the track record of Southpaw Dance Company Ltd. From our base in Sunderland, we partner with both local and national organisations to deliver in the least engaged and most diverse boroughs, towns, and cities in the country. Whether partnering with CPPs, local councils, or the National Theatre, Southpaw's mission is to tour to, and co-create with, the least engaged communities in the country; to inspire and share the beauty of movement, storytelling, and spectacle, and to empower a whole new generation of artists and creatives through meaningful cultural experiences.

Since 2013, under the artistic direction of Robby Graham, Southpaw Dance Company (SDC) have created award-winning dance theatre productions ranging from small scale touring works to large scale outdoor spectacles. Specialising in large scale community engagement productions, SDC have worked with communities across the UK, in neighbourhoods and across national stages, to develop a high quality, inclusive, and relatable artistic programme.

We are funded by Arts Council England as a National Portfolio Organisation, and we match this money through earned income, working in collaboration with partners and grants through trusts and foundations. Our annual turnover is circa £500,000.

Everything we do is focussed on creating extraordinary art to reach diverse hearts and minds.

About our Board

As a member of our board, you will be responsible with our Trustees for the good governance and strategy of Southpaw Dance Productions. Working with the Artistic Director, Executive Director and members of our team you will ensure the charity is effectively and properly run and is meeting its overall purposes as set out in its governing document. You will have oversight of our finances and resources and ensure these are managed in the best interests of the charity. You will be part of a small and ambitious team who are committed to create powerful, joyful dance with and for communities across the UK and beyond.

Our Board positions are unremunerated, although we will reimburse reasonable expenses. This means our Trustees have to be committed, work hard and get to know our organisation and our team, and have a real passion for Southpaw Dance Productions and its work.

We are an inclusive organisation, who strive for equity across all our work.

About Us

Our vision is:

Connecting communities through dance and mass movement.

How?

- > We create work that is representative of the communities we serve through authentic collaboration and co-creation:
- > we inspire, build confidence, and empower our audiences and participants:
- > We raise the bar in participatory practice through meaningful processes of engagement:
- > We create empathy and connection by celebrating diverse cultural voices across the UK:
- > we provide pathways to experiences that promote a rich cultural country:
- > We create excellence by aspiring to the highest standards of quality and collaboration:

- > We align heartbeats in shared cultural experiences that dazzle & excite the imagination through spectacle, virtuosity, technology, & storytelling.

“Atmospheric, vigorous, & breath-taking.”
Sarah Crompton, The Daily Telegraph

Our Artistic Programme

About Southpaw’s work

SDC has developed an outstanding reputation for co-creating large scale productions with the communities they serve, with 9 such productions in the past 7 years, including:

- RUSH (2015) Co-created with communities across South Tyneside: informed South Tyneside’s Cultural Strategy: Subsequently restaged with communities of Hull in 2017 & Blackpool in 2018.
- WordPlay (2017): Opened the National Centre for the Written word in South Tyneside
- Future of Things Past (2018): Opening ceremony for the Castlemaine State Festival in Melbourne.
- RISE (2020) Opening event for Brent: London Borough of Culture at Wembley Park, feat 230 participants celebrating the most diverse Borough in the UK.

Southpaw Dance Productions deliver 3 core areas of work:

1. Creation & Touring Programme

a. Large Scale Community Engagement Productions

Community engagement is central to our creation & touring programme & includes working with communities from the least culturally engaged areas through the creation of our large scale productions. We will create accessible, high quality, co-created productions, developed by & presented within the communities we serve. We will train & develop our team to ensure the opportunities we offer to communities remove barriers to inclusion through an inclusive & accessible practice for all. Through our iterative process of feedback, evaluation, & creation we will ensure the communities we serve meaningfully contribute & shape our onward programme in the coming years.

b. Touring Work (Outdoor/Indoor)

We will refine our model of operations, adding capacity, resilience, & ambition, by adopting a seasonal model of creation & touring. Beginning with the touring of the new mid-scale indoor production, Speakeasy, & including the creation of a new mid-scale outdoor touring production for 2023/2024, we will strive to develop our brand as a national leader in dance known for high quality, innovative, & accessible touring work.

2. Digital Innovation

We will develop our Digital Offer to create new work, partnering with specialist collaborators to 1. Extend reach & impact of artistic programme 2. Innovate new mediums of storytelling using emerging technologies & 3. achieve understanding through research, capacity through collaboration, & excellence through adoption.

3. Education & training

We will build on our current opportunities for vocational training & routes towards careers in the dance industry in the North East, training the next generation of young creatives & developing the north east as a centre for excellence in diverse styles of dance.

Our Ethos and Values

Southpaw Dance Productions has a core set of beliefs that drive our work, our relationships and our organisation:

- We believe that art brings people together. It entertains and moves us, challenges and educates us, together. We believe that shared experience of art starts conversations and helps us to understand one another better.
- We know that our work can ignite imaginations and help people and communities to find their place in our cultural and creative landscape. That great art can enable us to share lives, stories and entertainment.
 - Culture has the ability to make change for the better
 - Culture empowers and gives a voice
 - We celebrate diversity and excellence and the value of open exchange with the wider world
 - Culture is inspiring and challenging
 - People are central to making excellent work- from partners and collaborators to artists and communities

Southpaw Dance Productions Board

The board currently has seven members with one observer (Arts Council England). The Board meets on a quarterly basis; timed to allow management reporting for funders.

Trustees are appointed for a term of three years and may not serve for more than three consecutive terms without standing down for an interval of at least one year.

Our board is chaired by Jill McKinney, Head of Skills, Sunderland Software City.

Trustees:

- Jill McKinney, Head of Skills at Sunderland Software City (Chair)
- Alex Brabbs, Strategic Partnerships Manager at Institute of Physics (Secretary)
- Tresor Bukasa, human rights investigator, chair of North East Coalition for Asylum Rights
- Professor John Girkin, Director, Durham University Centre of Advanced Instrumentation
- Michelle Hudson, teacher and community cast member in previous productions
- Rob Lawson, Chair Education Partnership North East, Trustee Sunderland MAC Trust
- Lois Stonock, Director of Metroland (Brent, London Borough of Culture)

Observers:

- Arts Council England - Relationship Manager – currently Amelia Henderson

Southpaw Dance Productions Executive

Southpaw Dance Production is led by 2 Co-CEO's: an Artistic Director and Executive Director. The Co-CEO's are jointly responsible for the strategic direction of the charity, with responsibility for artistic and engagement programmes sitting with the Artistic Director and business, legal and financial responsibility with the Executive Director. The Co-CEO's are supported by a 0.8 Operations Manager and a 0.6 Creative. Coordinator.

Board Recruitment

Southpaw Dance Productions continues to seek dynamic, committed and influential individuals with a passion for the Southpaw Dance Productions vision and mission, who will help us to champion our work and realise our ambitions.

We are particularly looking for Trustees with experience and expertise in:

- Law / legal expertise

- Finance, risk and accountancy
- Charity sector experience and governance

We also welcome new Trustees who are interested in our work.

About the role of Trustee

Time Commitment: Minimum of four board meetings per year (evenings). One annual Board Away Day. Individual meetings with Managing Director/Chair as required.
Attendance at relevant events and projects

Length of Service: 3-year term of office with potential to be reappointed

Responsible to: Board of Trustees

Overall Legal Duty:

- Ensure Southpaw Dance Productions is carrying out its purposes for the public benefit
- Comply with Southpaw Dance Productions governing document and Company and Charity Law
- Act in Southpaw Dance Productions best interests
- Manage Southpaw Dance Productions resources responsibly
- Ensure Southpaw Dance Productions is accountable
- Act with reasonable care, skill and due diligence

The Board's Legal and Financial Responsibilities:

- Ensure Southpaw Dance Productions operates in accordance with Company Law and is compliant with the Charity Commission requirements
- Ensure the prudent financial management of the company and that the company's assets are safeguarded and well managed
- Define the company's employment policies
- Ensure effective accountability and reporting to funding partners
- Make decisions relating to Managing Director and other appropriate senior appointments
- Agree job descriptions for senior management team and review levels of pay
- Review and authorise all company policies

Other Board Duties:

- Be an enthusiastic ambassador for the company at all times and represent Southpaw Dance Productions at relevant events
- Open up networks and contacts to help broker new relationships and supporters for Southpaw Dance Productions Company – play an active role in supporting the company to achieve its fundraising targets
- To offer advice and expertise to the senior management team as required
- Attend quarterly board meetings and annual AGMs and away days
- Support the strategic direction of the company and ensure Southpaw Dance Productions delivers against its mission, vision and agreed targets (including ACE NPO targets)
- Support recruitment of new Board members

Personal Attributes of Board members/Directors

- Knowledgeable and experienced in their area of specialism
- Enthusiastic about the arts with a strong commitment to Southpaw Dance Productions values and approach
- Clear communicators, able to articulate position, beliefs and rationale in an inclusive way
- Able to operate with integrity and respect confidentiality when required
- Well respected in their field of work with a broad network of contacts that can be of assistance to Southpaw Dance Productions
- Strategic thinkers, able to navigate and understand multiple stakeholder relationships
- Understanding and accepting of the legal duties required

- Able to commit the time needed for the position

Confidentiality

Board Members are expected to hold all matters to do with the business dealings of Southpaw Dance Productions in strict confidence.

Decision Making

Each board member has one vote. If a resolution is put to vote, it shall be decided on a show of hands unless a poll is requested. Decisions and resolutions can only be made if the board is quorate (one-third of the board in attendance or two people – whichever is the greatest number).

How to apply

If you would like to discuss this opportunity further, please contact Lorna Fulton, Executive Director on 07771 692971 or at lorna@southpawdancecompany.co.uk

www.southpawdancecompany.co.uk

