

ANGEL SHED THEATRE COMPANY

CHAIR OF BOARD OF TRUSTEES

INFORMATION PACK

Thank you for your interest in becoming the Chair at Angel Shed.

Angel Shed is an inclusive performing arts charity for children and young people based in Islington, North London. We are looking for a passionate and confident leader to become the Chair of our Board as we enter our 20th anniversary year. We are excited about bringing together members, volunteers, staff and supporters past and present to celebrate 20 years of Angel Shed.

This position is a brilliant opportunity for an individual with a passion for inclusive practice and the performing arts, to work alongside our Artistic and Executive Director and the existing Board as we continue to grow our membership and expand our programmes. You will join us at an exciting time for the charity, with robust finances, a young and dynamic board and a creative artistic team, all driving the charity forward.

This is a very rewarding voluntary post for someone able to facilitate and manage meetings and to work as part of a team to ensure the effective governance of the charity.

In this information pack, you will find further information about our charity, the role description, person specification and how to apply. We hope this provides you with an insight into who we are and what it might be like to be part of our Board.

If it would help you to have the recruitment information in a different format, please let us know by email

Who we are

Angel Shed is a charity based in Islington, North London, specialising in inclusive performing arts for children and young people. We provide a safe space for children to express themselves, develop confidence and grow into curious, creative, and courageous young people.

We facilitate accessible activities for children and young people of all backgrounds and abilities; anyone is welcome to join, we never audition, our workshops are free to those who cannot afford them, and we provide one-to-one support for those who require it. As a result, we enable greater inclusion for those most likely to be otherwise excluded: disabled children and young people, those with social, emotional and mental health needs, learning difficulties or disadvantaged backgrounds.

We do this in a community that has the seventh highest child poverty rate in England, and against a backdrop of continuing decline in the provision for the performing arts in education.

What we do

- We provide five weekly performing arts workshops for 100+ children and young people (aged 7-19) in theatre, music, & movement.
- We put on regular performances created by our members, in a professional theatre space.
- We run an extensive volunteer programme, providing training and experience in inclusive facilitation with children and young people.
- We engage in a range of local outreach projects, delivering inclusive activities with some of the hardest to reach members of our community.
- We deliver training for organisations to work more inclusively within their staff teams or with service users.

"I can speak to anyone and I always feel supported. I am free to share my ideas. Angel Shed is fun and they make everyone feel included. Angel Shed is creative and unlike others."

Youth Theatre 2 member, December 2022

"Volunteering at Angel Shed was probably one of the best experiences of my life. My ideas were listened to, my voice was heard."

Performing Arts Volunteer, July 2023

"They did a fantastic job of adapting their content to suit our setting and providing training that was collaborative and experiential for our team of highly experienced facilitators."

Alanna Beeken, Programmes Director, Speakers Trust, September 2023

Our Impact

The differences Angel Shed makes in children and young people's lives are significant and wide-ranging. We carry out regular monitoring and evaluation to measure the impact of our work against these primary outcomes:.

Belonging to a community

Long-term, continued engagement is a core element of our work. 50% of participants aged 13-19 have been members for 6-10 years, while the average membership of our Youth Theatre members (ages 10-19) is over 4 years.

98% of parents/carers noticed a positive impact on their child's sense of belonging/community.

Strengthened relationships

95% of parents/carers noticed a positive impact on their child's relationships (e.g. family, friends).

88% of members said they had got better at collaborating with other children.

95% of parents/carers noticed a positive impact on their child's mental health.

Increased confidence and self-esteem

98% of parents/carers noticed a positive impact on their child's confidence & self-esteem.

Improved skills

98% of members say they had developed skills.

97% of parents/carers noticed a positive impact on their child's transferable skills (e.g. *communication, teamwork*).

"It makes me feel much more included to be in Angel Shed. It makes me much more confident. And it builds up my self-esteem."
Music Collective member, December 2022

"Totally helped starting my daughter on her journey after starting school with English as a second language. Eight years later she still loves it!"
Parent/carer of Youth Theatre 2 member, December 2022

"Angel Shed focuses on what the kids CAN DO rather than what they CAN NOT DO. As such, his self-esteem and confidence improved tremendously. By the end of the year, he was standing on stage singing and performing."
Parent/carer of MC & YT2 member, July 2023

Check out our website to find out more about what we do – www.angelshedtheatre.org.uk

Chair of the Board

Remuneration:

The role of Chair is voluntary and is not a paid position. Expenses for reasonable costs, such as travel and care of dependants may be claimed.

Location:

Angel Shed's home is at City and Islington College, Islington, North London. All Board meetings are currently held here.

Time commitment:

6-9 board meetings per year, as required, with email contact and organisation between each. The Chair is also required to have regular meetings with the Artistic and Executive Director, and to represent the charity at various events and meetings.

Tenure:

An initial 3-year term, with the option for re-election for up to two further terms.

Who are we looking for?

We are looking for a Chair with experience of charity or organisational governance as well as a passion and a belief in giving children and young people access to inclusive and participatory performing arts. This appointment is an opportunity to have a positive and lasting impact on a growing charity that is really making a difference for children and young people in the Islington community.

Angel Shed will be celebrating its 20th year anniversary during 2024 and we are seeking to build on our continued success to develop and grow as we move into our third decade. Fundraising is at an all-time high for the organisation, and our charitable and artistic ambitions are growing in response to this. We are looking for a Chair who is excited to further pursue and promote this ambition.

We want to work with people with different experiences, skills and stories, as this is how we continue to learn, grow and thrive. We strongly encourage applicants identifying as D/deaf or disabled to apply. We are happy to explore adjustments to how this role and its recruitment are carried out, in order to remove any potential barriers to applicants.

We are also keen to hear from those who share the lived experience of the children and young people we work with: over 35% of our membership have SEN/D, over 60% are from the global majority and over 70% come from low-income households.

We are open to applications from those interested in job sharing, and welcome joint and co-chair proposals.

We will provide a full induction, explaining how our finances work, what our legal obligations are and all the other recurring agenda items we discuss such as safeguarding, patrons, our policies etc. The outgoing Chair will also be available to provide a full handover.

The Role

The Chair will hold the Artistic and Executive Director to account for the charity's mission and vision, will provide inclusive leadership to the Board of Trustees and will ensure that each trustee fulfils their duties and responsibilities for the effective governance of the charity. The Chair will also support and, where appropriate, challenge the Artistic and Executive Director and ensure that the Board functions as a unit and works closely with all paid staff to achieve agreed objectives. The Chair will act as an ambassador and the public face of the charity in partnership with the Artistic and Executive Director.

The time commitment varies from month to month and largely depends on how much time the Chair is willing to spend but it averages at between 12-15 hours a month. We hold between 6-9 trustee meetings over the year. Meetings last up to two & half hours and take place on weekday evenings at our base at City & Islington College, Camden Road, N7 0SP.

The Chair is also expected to have regular meetings with the Artistic and Executive Director (during office hours) and to represent Angel Shed at occasional events and meetings with key stakeholders. As well as chairing trustee meetings, you are expected to actively participate and support the charity by attending shows, visiting workshops and participating in fundraising events.

Given our place in the community, you will ideally live in Islington or North London, as close as possible to our base in Islington – but this is not a prerequisite. We will pay your travel costs and care of dependant costs, if relevant.

A trustee, once appointed, has a tenure of 3 years before having to be re-appointed by Board vote. No trustee can exceed 3 consecutive terms of office.

Key Responsibilities

Key responsibilities include:

- Ensuring the charity pursues its objectives and complies with its constitution, company law, charity law, and any other relevant legislation or regulations, and that it pursues its objects as defined in its governing document.
- Advocate for the vision, mission and objectives of Angel Shed, supporting and championing the business plan, strategy and policies.
- Ensuring that the trustees fulfil their duties and responsibilities for the effective governance of the charity.
- Providing leadership and direction in the development of the strategic direction, the establishment of overall policy and the setting of goals.
- Ensuring best practice is followed not just in all our dealing with our members and their parents/carers but also in the general running of the charity.
- Ensuring the Board fulfils its duties to safeguard the financial stability of Angel Shed.
- Ensuring the effective and efficient administration of Angel Shed.
- Establishing and building a strong, effective and constructive working relationship with the Artistic and Executive Director, ensuring that they are held to account for achieving strategic objectives.
- Work in partnership with the Artistic and Executive Director; to support the team, helping them achieve the aims of the charity.

Additional duties include:

- Giving direction to board policy-making.
- Monitoring that decisions taken at meetings are implemented.
- Planning the annual cycle of board meetings.
- Setting agendas, chairing and facilitating board meetings.
- Representing Angel Shed at functions, meetings and acting as a spokesperson as appropriate.

- Liaising with the Artistic and Executive Director to keep an overview of the charity's affairs and to provide support as appropriate.
- Supporting fundraising directly and indirectly.

Personal attributes

We are looking for a candidate with skills, experience and energy in continuing to guide a small but thriving charity, providing leadership to the Board, guidance and support to the management team and building financial sustainability.

Key attributes:

- A strong passion and demonstrable commitment to Angel Shed, its objectives and cause.
- An understanding and commitment to working with children and young people and the importance of inclusivity in the community.
- Passion and enthusiasm for the performing arts and the power of participatory arts for children and young people.

Essential:

- Previous governance experience, as a trustee or equivalent.
- Leadership experience.

Desirable:

- Experience of chairing meetings and events at a charity or similar.
- Experience of governance having acted as a chair for a charity, a school board of governors or a company director.
- Experience establishing and maintaining minimal standards of governance.
- Experience managing a Board of trustees.
- Experience developing a funding strategy for a charity (or similar organisation).
- Experience of operating at a senior level within an organisation.
- Experience and understanding of charity governance.
- Strong network capabilities that could be utilised for the benefit of the charity.
- Financial management expertise and a broad understanding of charity finance issues.
- Experience of fundraising.
- A knowledge of Islington and the community.

The Board

The Board currently consists of 14 trustees. They bring a range of complementary skills to the Board, including expertise in child protection and safeguarding, specific professional skills (finance and legal) as well as representation of both the children (through their parents or carers) and the volunteers. Other trustees offer extensive experience in governance, education, fundraising and the performing arts. In recognition of the work we do with children and young people, we recently appointed two Young Trustees as we believe that intergenerational perspectives enable better decision making.

The Board aims to reflect the lived experience of our membership with regard to gender, ethnicity, neurodiversity and disability. We currently have five trustees under the age of 30, all of whom bring enthusiasm and energy. In addition, we have successfully established a Youth Board, made up of Angel Shed members, who meet regularly and whose involvement in the decision-making of the organisation is being expanded.

The current Chair has been in the role for over seven years and, following his relocation out of London, feels that the time is right for somebody new to continue to support the development of Angel Shed in the community. Profiles of the trustees will be available to all candidates.

The Team

The team is managed by David Mabbott as Artistic and Executive Director. David is a talented musician and has been a practitioner at Angel Shed for 10 years. He was promoted to Director in 2020 and took over sole charge in 2022 following the departure of the other two directors. He manages a team that handles volunteer recruitment and training, outreach, membership, fundraising and administration as well as an experienced team of practitioners with specific skills in facilitating theatre, music and movement. We have between 25-30 volunteers who provide a valuable support in the workshops each term.

Patrons

Our local MP, Jeremy Corbyn, is a patron and provides valuable support. We are actively seeking two or three additional patrons from the performing arts.

Financial stability and ambition

Angel Shed has a budget of £170,000 for 2023/24 and has been fortunate to have secured funding to cover its costs for most of its existence thus far. As a result, the charity holds sufficient reserves to cover at least one term's operating costs and is aiming to increase reserves to safeguard future financial stability.

Fundraising is handled by an experience freelance fundraiser in conjunction with the Artistic and Executive Director and with the support of a fundraising sub-committee of the Board. Funding is predominantly grant based and has been provided by a range of funders including key local bodies such as Cripplegate Foundation and the Morris Trust as well as major funders such as Arts Council England and UK Youth.

We operate suggested termly fees but no-one is excluded on financial grounds and over 70% access our financial support.

City & Islington College provide valuable facilities in kind including professional performing space, rehearsal rooms and a small office. This means that the bulk of our funding is directed towards the provision of services and not costly overheads. Angel Shed also enjoys a strong relationship with Islington Council who encourage our outreach plans and provide funding for local projects.

Building on this financial stability, we have approved a 3-year strategy with clear and ambitious targets to increase membership, build our outreach programme and continue to deliver high standards of work and best practice.

The charity has recently been incorporated.

How To Apply

Please send a short email setting out why you are interested in the role and attach your professional CV to chair@angelshedtheatre.org.uk.

Interviews will take place with a panel of the Board, as well as with the Artistic and Executive Director, with representation from our Youth Board.

All appointments are subject to an enhanced DBS check and the completion of the NSPCC introduction to safeguarding and child protection online training course. Further training will be provided to trustees, as and when considered beneficial and desirable.

References will be taken up in advance of the formal confirmation of your appointment.

Angel Shed is committed to equal opportunities in respect of service delivery, policy and planning, recruitment and employment practices. We value working with people of different experiences, skills and backgrounds as this is how we continue to grow.

If it would help you to have the recruitment information in a different format, if you have any questions before you apply, or if an informal phone chat about this role with a current trustee would support your interest, let us know by email and we'll arrange a time/call.

Deadline for applications: 24th January 2024