

China Plate Trustee Recruitment 2026



China Plate Seeks Trustees

We are looking for new Trustees to join our friendly and dynamic Board. If you are interested in the ways arts and culture can have a positive impact on the world, we'd love to hear from you.

China Plate is an arts charity based in Birmingham and working across the West Midlands, the UK, and internationally. We're producers: we work with people to make creative projects happen. Our projects include theatre shows, training programmes, audio anthologies, short films, and bus stop galleries.

"It isn't often that you see a bus stop and think: wow, that is totally freakin' spectacular...As a project, you really get the feeling like the whole community got involved – and in fact, it kind of did."

- Time Out on [On Our Way](#)

We believe that projects like these can change the world for the better. We also believe that we have the best chance of making change when our work is accessible and inclusive. Our mission is to open up the way that theatre, art, and live performance is made, who makes it, and who experiences it. From 2022-25 our work **reached 78,749 people**.

You would be joining our Board at an exciting time, as China Plate continues to evolve and grow. We are currently:

- Supporting new theatre in the West Midlands and across the country
- Developing our first major musical
- Connecting artists with community groups in East Birmingham

- Delivering projects across the healthcare and education sectors
- Exploring how to tour work more sustainably
- Nurturing emerging creatives through development programmes including The Optimists (our annual introduction to producing)

"This was a life-changing experience, one that I don't think I can compliment enough. I went from a vague understanding of what a producer does to a much deeper understanding of the skills expected from a good producer."

- Optimists feedback

"This is one of the only programmes that has been able to accommodate my needs and abilities"

- Optimists feedback

Our artistic programme is underpinned by our four core values: **creativity, optimism, integrity, and inclusivity**. We're now looking for new Trustees who share these values and who, like us, are interested in bringing communities together to produce creative projects that fire the imagination, make positive change, and are open to all.

You can read more about our work [here](#).

The Role and Responsibilities of a Trustee

Trustees are volunteers who are responsible for ensuring that charities are properly governed. They help charities think about their vision and their values: what they're doing, but also why and how they're doing it. Being a Trustee is a way of volunteering your time to support charity work – and it can also be an opportunity to develop your own strategic experience and leadership.

At China Plate, our Trustees meet four times a year to discuss the company's strategy and progress, and to ensure we are meeting all our legal requirements. These Board meetings are hybrid: you can join us online or in our Birmingham office.

We provide the Board with information before each meeting to help Trustees understand how our work is going, and what our current financial position is.

China Plate is part of Arts Council England's National Portfolio, meaning we receive regular funding towards some – but not all – of our core costs. Our financial outlook is robust, but in an increasingly difficult arts funding landscape our Board helps us to think about new opportunities and how we can maximise our potential.

At times our Trustees act as Ambassadors for the company, for example attending regional cultural events in the West Midlands or London. Trustees are invited to all our shows and projects and are a key part of our creative network.

Trustees are not paid: they are volunteers who give their time to support charities. However, at China Plate we can cover costs like travel expenses for meetings and events. If Trustees have access requirements – for example if you require BSL interpretation, captioning, or information provided in particular formats – we will also put these into place.



Time Commitment

- 4 x 2-hour Board meetings per year, joining either online or in person as you prefer (plus preparation time reading our Board papers, which can be provided in accessible formats)
- 1x in-person Board Away Day per year
- Attending shows and events as and when you would like to join
- At times joining Board working groups/ sub-committees to focus on specific pieces of work (for example advising on our staff policies)

How we support new Trustees

- Trustees will be offered Introduction to Governance training to prepare them for their roles
- Trustees will be offered training in how to read and interpret Management Accounts and financial papers if they request it
- Trustees will be invited to China Plate projects and performances to get to know the company
- We can support Trustees with travel expenses if they wish to attend meetings in person
- Trustees will be paired with an existing Board member during their first year as a Trustee, giving them a point of call for any questions they may have



Who we are looking for

If you have a passion for creativity, culture, and social change, and are interested in being a Trustee, we would love to hear from you. You do not need to have been part of a Board before to join. You could be based in the West Midlands or elsewhere in the UK.

Currently China Plate has an active and committed Board of seven people. We would like to expand our Board to ten people. You can read more about our current board [here](#).

Our current Trustees all know the company well and bring a variety of specialisms, long-term arts expertise, and personal experience. We are now looking to recruit new Trustees from either inside or outside the arts sector, including those who may not yet be familiar with our work.

We've made a list of some of the areas of experience that would currently be useful for our Board – but this list isn't exhaustive. We're really interested in hearing from anyone who shares our values, is excited by what we're doing, and is keen to support, question, and challenge us.

- Community engagement and organising
- HR

- Governance
- Disability justice
- Working as a freelance artist or arts professional
- Marketing and communications
- Finance
- Commercial producing
- Working in a non-arts sector e.g. healthcare, construction, education, technology, commercial

We would particularly like to recruit one Trustee who is a young person (18-30) who has previously taken part in one of China Plate's training and development programmes – such as The Optimists, Young Producers, or our internships and placements. If you are a previous participant and would be interested in joining the Board, we'd love to hear from you.

China Plate's office is in Birmingham, and we believe that it's important that charity Boards represent the places where their charities are based. Birmingham is one of the UK's **'super-diverse' cities** and we're building a Board that reflects our home. In 2024/25 52% of our creative workforce were from the Global Majority.



How to apply

Please email our Executive Director Chloe on chloe@chinaplatetheatre.com if you are interested in becoming a Trustee. To apply, we'd like to know a bit about you and why you're interested in joining the Board – you can share this information in whichever way you prefer e.g. a brief supporting statement, your biography, a short video, or a CV. If we need any more information, we'll ask you for it. We'll then arrange an informal interview with our current Chair and members of the Board.

If you'd like a conversation about the role of a Trustee at China Plate prior to applying, please email Chloe and we can set this up - Chloe can also connect you to our Chair Sarah Preece.

Application deadline: 12pm (midday) on Wednesday 30th September 2026

We're keeping applications open until the end of September to give us time to share this call-out – but please do get in touch with us as soon as you'd like. We'll hold informal interviews in October.

Data Protection

The information you provide in your application will be used by China Plate and our Board to inform our selection process. Applicant details will be held securely and access limited only to those involved in the recruitment process. Your application will be kept on file by China Plate for at least three months after the closing date and destroyed no later than twelve months after. Submission of your application to China Plate indicates your consent to this.

