

LIVERPOOL

everyman & PLAYHOUSE

LMTT TRUSTEE RECRUITMENT

Paisie Reid as Masiy Merry in *Red Riding Hood* by Peter Rowe, Photo by Marc Brenner



We would love to welcome you to join the board of Liverpool and Merseyside Theatres Trust (LMTT), the governing body for the Liverpool Everyman and Playhouse Theatres at this exciting time in our development.

A local artistic force with national significance and an international reputation, we create and inspire theatre that is artistically innovative, talent-enhancing and socially impactful.

A registered charity, we are a National Portfolio Organisation of Arts Council England (ACE) and are supported through the Culture and Arts Investment Programme of the Liverpool City Council (LCC).



Our Vision

WE WILL BE THE MOST RELEVANT CHANGE MAKING THEATRE, ARTISTICALLY INNOVATIVE, TALENT ENHANCING, SOCIALLY IMPACTFUL, AND REPRESENTATIVE OF EVERYONE.

Our Mission

TO USE THE POWER OF THEATRE TO INSPIRE ENTERTAIN AND NURTURE POSITIVE SOCIAL CHANGE.

Our Values

COLLABORATIVE

WE LISTEN, WE SHARE, WE CO-CREATE.

CREATIVE

WE BELIEVE IN THE POWER OF CREATIVITY TO INSPIRE AND CHANGE LIVES.

COMPASSIONATE

WE ARE OPEN-HEARTED, GENEROUS AND SUPPORTIVE.

COURAGEOUS

WE ARE DARING AND BRAVE – A VOICE FOR THINGS WE BELIEVE IN.

What we do

Our theatres are a vital focus for the communities in the Liverpool City Region, telling stories which are compelling locally and nationally, supporting and attracting talent and contributing to Liverpool's reputation as one of the country's most vibrant cultural cities.

Across the two theatres - one a 440-seat thrust, the other a 670-seat proscenium – we produce our own productions, co-create with some of the best theatres and companies across the UK and bring the richest range of work for the widest audience.

We nurture and develop the artists and creative workforce for tomorrow through our award-winning Young Everyman Playhouse programme (YEP). Much more than a youth theatre, YEP is a ground-breaking, multi-disciplinary talent development programme. Our graduates are working in our buildings, appearing on our stages, attending drama school, making movies, writing hit TV shows, forming their own theatre companies, and much more.



YEP'S *This Is Not A Crime* 2023

"I have become a better writer as a result of being involved... it was properly life-changing."

Samantha O'Rourke, YEP Graduate and Writer of *Our Town Needs A Nandos*.



YEP'S *Macbeth* 2021

On Stage



Aminta Francis as Cherry Blossom
in *Red Riding Hood* by Peter Rowe Photo by Marc Brenner

In the last 2 years:

680

performances

14

home grown &
co-created productions

8

new plays

75

visiting companies

8

Liverpool based theatre
companies supported



Mickey Jones as Cherry Brandy in *Cherry Jezebel*
by Jonathan Larkin Photo by Marc Brenner



"You won't see a better piece of theatre"

Liverpool ECHO

on *Corrina, Corrina* by Chloe Moss

Our Audiences



In the last 2 years:

200,000+
tickets

11,000
pupil and student visits

3,000
access supported visits

3,000
community visits

2,000
Young Eveyman Playhouse visits

27%
visits from outside Liverpool City Region

"The accessibly priced tickets have made it possible for me (a lone parent of 3) to bring my children to the theatre and open up a whole world to them, inspire them, educate and give us a safe and wholesome place to enjoy family time together and make special memories."

Audience Feedback

Creative Communities

We have established relationships in the communities of Merseyside, nurtured through an extensive and innovative outreach and education programme, and believe passionately that the creation, delivery and experience of the highest quality theatre must be open to all.

We work with schools, colleges and universities across the city region and in partnership with organisations such as SOLA Arts, Liverpool Targeted Services for Young People, My Time (carers support), LFC Foundation and Tiber.

"I have seen first-hand, carers struggling with confidence, nervous at attending the theatre and the leaving with smiles and wonderful memories."

Maureen Austin, MyTime



Our Associate Companies

Our cohort of Associate Companies, from Liverpool and beyond have an extraordinary track record in creating opportunities for performers, creatives and audiences. These partnerships are about learning, listening and evolving our own practice, and ensuring we're the best we can be, for all of the wonderful, diverse communities that make up our city.

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Diversity, Equity and Inclusion

We are committed to diversity and equality and expect all Trustees and staff to be active in promoting diversity and supporting people to experience our work and buildings. In 2020, we brought together a group of Trustees, staff and co-opted external members to form a Diversity Action Group, considering the actions we could take as an organisation to progress our commitment to diversity. We recognise that our workforce is not as representative as we would like it to be and are committed to real and positive change. Most recently we've been working with the Anthony Walker Foundation to ensure staff receive anti-racism training, and that there is accountability and collective understanding of what anti-racist actions we can take as individuals and collectively as an organisation.



Our Board

The Board of Trustees is collectively responsible for the success of LMTT. We work to support the management of the Trust and its subsidiaries and further our Charitable Objectives. The Board give their time voluntarily; our membership includes a wide range of skills to ensure we can best help advise the theatres' management. Trustees are appointed on fixed terms through public advertisement.

The Board currently meets four times a year, plus an awayday, and has a subsidiary Finance & Audit committee, Diversity Action Group and a number of Task and Finish groups. All Trustees commit time to at least one other group for the theatres. We particularly welcome Trustee applications from ethnically diverse and disabled applicants, and we are a Disability Confident Employer. We are also a strategic partner with PiPA (Parents and Carers in Performing Arts – www.pipacampaign.org).



We believe that good governance in charities is fundamental to their success, ensuring we comply with relevant statutory and regulatory requirements and maintain financial sustainability. We use the Charity Governance Code to help develop high standards for the Board and to promote a culture where everything works towards fulfilling the Charity's vision.

Our Board of Trustees brings a wealth of experience and expertise from a diverse mix of corporate, civic, cultural and academic backgrounds. Made up of a Chair, Vice Chair and up to 15 members (including the CEO), Trustees are appointed for a maximum of two terms of three years.

Our current Board of Trustees is as follows:

Andrea Nixon (Chair), Saphena Aziz, Paul Bibby (Vice Chair), James Bierman, Helen Blakeman, Natasha Bucknor, Amy Causley, Mike Clarke, Mark Da Vanzo, Paul Evans, Cllr Portia Fahey (LCC Representative), Jill Jones, Camilla Mankabady, Caroline Sanger-Davies, Tony Smith.



Recent Board highlights:

- **Refreshed the leadership strategic business planning approach of LMTT to place it in the best position to re-enter the NPO Portfolio.**
- **Restructured governance structures and processes to make it them more streamlined and efficient for day-to-day business.**
- **Secured the financial resilience of the Trust, building healthy reserves and returning the organisation to a surplus position.**

New Trustees

The theatres are governed by the Board of Trustees of The Liverpool and Merseyside Theatres Trust Limited. The role of the Board is to set the strategic vision and to ensure the affairs of the Trust and its subsidiaries are organised and directed in a manner that promotes and furthers our Charitable Objectives.

We are now looking for someone with high-level skills and contacts who can help drive the theatres' future success by further strengthening our Governance structure in a Trustee capacity. In joining us you would play a key advocacy role for the organisation, connecting people from all walks of life with the work we do.

We are specifically interested in hearing from individuals with professional experience in human resources and organisational development including employee relations, people strategies and inclusive working practices within medium-sized organisations.

If you share our passion for brilliant, humane, forward-thinking theatre we would love to hear from you. Please email your CV along with a short expression of interest letter to boardrecruitment@everymanplayhouse.com.

The deadline for applications is 5pm on Friday 23 August.

This role will also have a commitment to delivering in line with the principles of Let's Create (Arts Council England's 10-year Strategy) and the Liverpool City Council's Cultural Strategy.

New Trustees are provided with a full induction prior to assuming their duties as well as being assigned a "board buddy" and opportunities for additional training and support. While a voluntary position, reasonable out-of-pocket expenses will be reimbursed.

For more information on the work we do both on stage and in our local community then please visit www.everymanplayhouse.com.

We are keen for the Board to reflect the diversity of the communities which we serve, so we particularly encourage Expressions of Interest from women, disabled people, people from ethnically diverse backgrounds, and from people under the age of 40.