

Trustee

Candidate Information Pack

June 2024



Welcome



Thank you for your interest in joining the Board of Capital Theatres.

Capital Theatres' mission is to be Scotland's most loved theatres, sharing extraordinary live experiences with everyone, again and again. We aim to build a sense of belonging across our three venues in Edinburgh, through the strength of our creative programme and partnerships.

This is an incredibly exciting stage of Capital Theatres' development as we evolve as an artistic hub of excellence and as an accessible community partner, committed to making

a difference with the communities we serve. Edinburgh thrives on being a vibrant cultural beacon. Capital Theatres, since the charity's inception in 1991, has played its part by providing an important set of venues both as a year-round source of creative engagement and entertainment and for the city's festivals.

As we launch our new business plan which includes exciting new co-producing partnerships, an artistic talent development programme, an expansion of our health and well-being offer and re-opening the newly

refurbished King's Theatre, we are looking for a Trustee to help us develop our vision with specific experience in the following area:

- **Qualified lawyer with senior corporate experience**

If you believe you have what it takes to excel in this role we look forward to hearing from you.

Chair, Capital Theatres

Capital Theatres

Capital Theatres operates three busy theatre venues in Edinburgh; the Festival Theatre (1915 seats), the King's Theatre (1200 seats) and The Studio (155 seats).

Capital Theatres believes that arts, culture and heritage help communities explore their identity, values and behaviours. They connect people, support education and skills development, and have a positive impact on peoples' health and wellbeing. When communities participate in cultural activities it enhances civic engagement, democracy and social cohesion.

Capital Theatres' venues make a vital contribution to Edinburgh's communities and the city's world-famous reputation and rich cultural ecology. We play a key role in the sector's contribution to the UK cultural economy. Around half a million people every year enjoy the performances on our stages, and 17,500 take part in creative activities in our venues, and in community settings.

Our vibrant theatres also support a diverse range of businesses across the UK within the performing arts, hospitality and tourism industries. We do not receive any regular funding. The Scottish Government through Creative Scotland, and our annual grant from the City of Edinburgh Council accounts for 4% of our income. 96% of our income is generated through ticket sales, trading operations and fundraising.

While we recognise we are facing a set of challenges: pressure on public services; a growing cost of living crisis; climate change, and global instability, we feel the programmes on and off our stages are more important than ever in helping provide support and social connection and encouraging empathy and critical thinking. Discover more about Capital Theatres [HERE](#).



We welcome the community to take part in weekly activities year round, as shown in the images above and right. Far right our three venues.





Who we are

Capital Theatres' believes that every member of staff contributes directly to the organisation's growth and success. All staff have a voice in how the charity operates. Our values and behaviours are listed opposite.

Our values

We care

We take a people-centred approach
We go above and beyond so everyone feels welcome
We are thoughtful, respectful and sincere

We share

We are collaborative, transparent and inclusive
We truly listen and respond
We are committed to wielding access

We dare

We rise to any and every challenge
We are ambitious in outlook
We are courageous

Together we deliver

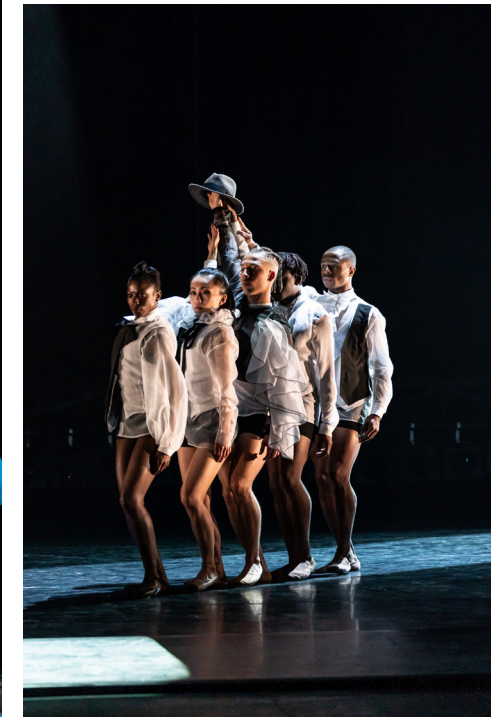
We have a 'can do' attitude and take pride in our professionalism
When we collaborate there is unmistakable energy
We are trusted to deliver a quality experience every time

Left, Matthew Bourne's Edward Scissorhands.
Right, Capital Theatres' and Raw Material's James V

Equality & Diversity



Left, Orphans, below, Ballet Black.



Equality, diversity and inclusion (EDI) is at the heart of Capital Theatres and what we strive for as an organisation. Our aim is to increase our knowledge and experience of developing meaningful contribution to, and depth of engagement with, culture and the arts. We work towards this by taking a mainstream approach of embedding EDI into the full range of our work. Our rationale for doing this is twofold: we have a moral and social responsibility to engage with the communities we serve; we also recognise the business advantages of a broader, stimulating, programme, a more diverse audience and a wider range of skills amongst the team.

It allows us to bring a broad range of ideas, perspectives and backgrounds into the organisation and make it a great place to work. This improves cultural sensitivities, problem solving and creativity as well as bringing higher job satisfaction amongst our workforce and a sense of pride in what we do.

Our EDI strategy aims to deal with the visible and the invisible characteristics that are currently underrepresented in our work, to ensure that our theatres remain vibrant, forward thinking and welcoming so that everyone that visits and works with us feels valued, respected and listened to.

Our ambition is to achieve greater ethnic diversity representation, disability, gender, sexuality, faith, socio-economic status and age. As Scotland's largest theatre charity, our aim is to reflect the diversity of our city in the performances on our stages and in our audiences, volunteers, participants, workforce and Board.

The Role

We are looking for a Trustee with the following experience:

- **Qualified lawyer with senior corporate experience**

Previous experience as a Trustee is not necessary, as we are committed to full and appropriate induction, mentoring, training and support for all new Trustees.

Reporting to

Chair.

Tenure

Appointments are for a three year term.

Remuneration

The role is voluntary, so there is no salary or payment for being on the Board but expenses for travel may be claimed.

Hours

Board meetings

- 6 per year usually lasting 2 hours

Sub-committee meetings

- c3-4 per year lasting 1 hour. Trustees are expected to sit on at least one sub-committee.

To Apply

Please send a cv and covering letter addressing how your **experience and skills** match the role specification to: **recruitment@capitaltheatres.com**

**Deadline for Applications:
By 5pm on Monday 24 June 2024**

Interviews are expected to be held during July

Capital Theatres is committed to cultivating an inclusive culture and a team that represents our collective communities. We welcome applications regardless of age, disability, gender identity, sex, marriage and civil partnership status, caring responsibilities, race, religion or belief. We particularly welcome applications from people with disabilities and Global Majority backgrounds as communities that are currently underrepresented in our teams.



**CAPITAL
THEATRES**

We are an independent theatre organisation
and a registered Scottish Charity No SC018605

Image: James IV