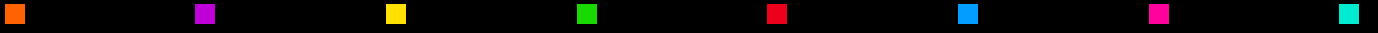


# TŌŌN SPĒAK

YOUNG PEOPLE'S THEATRE



BOARD RECRUITMENT PACK



# TOONSPEAK YOUNG PEOPLE'S THEATRE

## BOARD RECRUITMENT PACK

### A NOTE FROM OUR CHAIR



**Emma Scott**  
Chair

Thank you for your interest in becoming a Board Member of Toonspeak Young People's Theatre. I am honoured to be in the position of Chair of the Board and as we move towards our 40th birthday in 2027, it is a really exciting time to join the Board and help to support and shape the organisation for the future.

Toonspeak is a small but mighty grassroots youth-led charity that provides innovative and exciting free of charge opportunities for young people to experience and get involved in the world of theatre and performance. Led by a team of devoted staff and artists, the organisation delivers well beyond its size.

We are currently looking to recruit new Board Members to increase the size and skillset of the existing Board.


We are particularly interested in those who have experience in policy and strategy development, child protection and safeguarding, and theatre. We are also looking to recruit some new Young Board Members, aged 18-25, who have an interest or experience in youth theatre and/or the arts.

We are looking for people who are passionate about the work that Toonspeak delivers and who want to help to build on current success, delivering high-quality youth services to those who often wouldn't otherwise have access to these activities.

Toonspeak champions Equality, Diversity, Inclusion and Belonging (EDIB) and welcomes interest from people of all sectors of the community who would like their voices to be heard. First-time Board Members are also more than welcome to apply. The Board are a friendly and supportive group with a mix of differing skillsets and backgrounds but who each want the best for Toonspeak's young people.

This pack will help you understand a bit more about Toonspeak and the role of a Board Member. It contains:

- A Bit About Toonspeak
- Our Mission, Vision and Values

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- Staff Team
  - Our Funders
  - Our Current Board
  - What to Expect
  - Who we are looking for
  - How to apply

We look forward to hearing from you and hopefully welcoming you to the Toonspeak Board in the future.

## A BIT ABOUT TOONSPEAK

Toonspeak, based in Glasgow, offers a range of arts opportunities to young people, with a focus on the performing arts as part of our DNA as a young people's theatre organisation. A unique organisation, we provide young people aged 0-25 from across Glasgow with opportunities to participate in high-quality arts experiences, free of charge.

We run weekly theatre-making workshops for children and young people, including parent and baby workshops for the youngest participants, a participant-led group in our Young Company and an accessible group for young people with additional support needs in our Phoenix Group.

We deliver annual, large-scale performances with our participants. We also run outreach projects across local communities and engage with schools and colleges to deliver activities which allow more young people to learn about our amazing offer.

Our programme is divided into three strands:

<b>INSPIRE</b>	(ages 0-12)
<b>TRANSFORM</b>	(ages 12-18)
<b>PROGRESS</b>	(ages 16-25)

Toonspeak Young People's Theatre has been operating since 1987 and has been a firm fixture with high regard in the heart of the Northeast of Glasgow since its establishment. Our offices and some of our workshops are in Barmulloch, with workshops and classes also taking place across the city in areas such as Townhead, Royston and the City Centre. Toonspeak's main aim was, and always will be, to provide young people from areas experiencing high levels of poverty and financial deprivation, with the opportunity to uphold their right to experience the joys of participatory theatre and the arts, free of charge at the point of access.

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Toonspeak Young People's Theatre is a company limited by guarantee registered in Scotland, Company No. SC260593 and Charity No. SC022150

As the levels of poverty across Glasgow continue to rise, our young people, more than ever, need access to opportunities that will enhance their lives and widen opportunities. Increasing numbers of our young people are experiencing mental health issues, and participating in performing arts can help support their health and wellbeing.



## VISION, MISSION, VALUES

Toonspeak's vision is to be a positive force for change in the lives of young people.

### MISSION

To transform the lives of young people in Glasgow, by creating a nurturing and inspiring environment where they can connect and engage with the arts, allowing them to progress towards their own goals and aspirations.

### OUR VALUES

We demonstrate that we are living our values by:

- Providing excellent accessible and inclusive high-quality arts opportunities for young people that enable our young people to progress
- Adopting a holistic approach in our work with young people, creating friendships and empowering them to make positive choices
- Developing our young people as leaders, who are authentically involved in strategic decision-making, planning, designing, and implementing our services

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- Demonstrating passion, creativity and innovation in all that we do
- Maintaining a vibrant, dynamic, and responsive organisation
- Showing that we care and understand our communities
- Supporting, nurturing, and caring about our young people, staff, and volunteers as best we can
- Demonstrating honesty, transparency, and integrity in all we do

## STAFF TEAM

The work of Toonspeak is carried out by a team of dedicated and experienced staff members, made up of 10 core team members who are based at our offices in Barmulloch, and a talented team of freelance artists who work with us to deliver our exceptional workshop and class programme.

The Senior Management Team is made up of our Chief Executive, alongside a Head of Operations, Head of Programme and Creative Development, and our Income Generation Lead. The Chief Executive works closely with the Board to support good governance, and the extended Senior Management Team support in contributing to papers and attending Board meetings.

Toonspeak is a Real Living Wage employer.



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## OUR FUNDERS

Toonspeak runs entirely on funding and donations made to support the charity. We are currently one of Creative Scotland's Multi-Year Funded Organisations, and the rest of our income is made up through support from funders including Coutts Foundations, Robertson Trust, The National Lottery and Glasgow City Council, amongst other trusts and foundations, corporate sponsors and individual donors.

Our Income Generation Lead heads the work on this area of the business, and support from the Board is crucial to the successes.

## THE TOONSPEAK BOARD

We are supported by the talent and expertise of our Board of Directors, as follows:

**EMMA SCOTT (Chair)**

Events, Information and Communications Manager, SURF -Scotland's Regeneration Forum

**REBEKAH WATTERS (Vice Chair)**

Secondary Drama Teacher & Freelance Drama Facilitator

**AMY GALLAGHER (Board Treasurer)**

Senior Finance Analyst

**RAYMOND ENGLAND**

Trusts and Grants Fundraiser, Donaldson Trust

**HANNAH PATRICK**

Student, BA (Hons) Drama Theatre and Performance

**KIM JOHNSTONE**

Director of People and Corporate Services, MDDUS

**HANNAH WATTERS**

Student

At present, three of our Board members are previous Toonspeak participants, something which is important to us as this ensures that the lived experience of participants is valued throughout our governance. Additionally, we aim to have 40% of our Board members aged 18-25, to strengthen the youth voice through our governance as a Youth-led organisation. This commitment to having young Board members on our Board will continue throughout our Board recruitment in 2026.

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Board meetings take place four times per year, in February, May, August and November. Quarterly meetings are held in person, outside of office hours, at one of our Glasgow venues and are two hours in length. There is the option to take part remotely if Board members are unable to attend in person, however travel expenses are supported to allow in person attendance to be possible.


We have recently introduced an annual Away Day, attended by both Staff and Board members, to celebrate the work of Toonspeak, plan ahead, and strengthen the important link between Governance and day-to-day operations.



## WHAT TO EXPECT

As a Board director, we expect attendance at all Board meetings, and correspondence with our Chair and Chief Executive when necessary, in between these meetings. All Board directors are expected to read the Board Papers in advance of each meeting, and these are circulated one week prior to allow sufficient reading time. Directors are also encouraged to attend Toonspeak performances throughout the year, to see in person the amazing work created by our young people, as well as to encourage the work delivered by our staff and artists.

We will support all access requirements for individual Board members to allow meeting preparation and attendance to be possible. We will support Board members to attend



relevant Board training sessions and events, as well as providing mentoring within the role where required. While serving as a Board director is voluntary, we can cover expenses for directors wherever possible. Board Members serve a term of three years, with the opportunity to stand for re-election for a second term. Toonspeak will reimburse all reasonable out-of-pocket board-related expenses (e.g. travel, subsistence, accommodation and/or childcare).

If you would like to contribute to being a positive force for change in the lives of young people in Glasgow, then being a Toonspeak Board Director may be for you.

We are looking for dedicated, passionate directors who are committed to supporting Toonspeak's mission and vision through thoughtful and supportive governance. As a small organisation, the support and guidance of our Board is crucial to the success of our work, and the lived experience and expertise of our Board directors is important in shaping the future of our charity.

We are looking to recruit four new Board directors in 2026. We are actively recruiting for new Board directors with lived experience in facing barriers to access. We are particularly interested in hearing from people aged 18-25, as well as those with specific expertise in Theatre, Child Protection & Safeguarding, and Strategy & Policy Development.

No specific level of education and/or experience of being on a Board is required. We are committed to inclusion and promoting diversity and welcome interest from people of all sectors of the communities we serve. We particularly encourage applications from underrepresented communities, including people with a disability, those who are d/Deaf, those from minority ethnic communities, those who are part of the LGBT+ community, non-binary people and all others who would like their voice to be heard.

Board Director terms are three years in duration, with option for re-election at the end of the first term. Each director can serve a maximum of two terms (6 years maximum in total).

## HOW TO APPLY

If you would like to apply to join the Toonspeak Board, please write a cover letter of no more than two sides of A4, answering the following questions:

1. Why do you want to join the Toonspeak Board?
2. What experience, perspective and expertise would you bring to the Board?
3. What can you contribute to the Toonspeak Board?

Cover letters should be sent to: Lisa Givens (Chief Executive) [lisa@toonspeak.co.uk](mailto:lisa@toonspeak.co.uk)

Alternatively, you can record your submission in video or audio format (limited to a total of 10 minutes). Files should be sent in an accessible format via email to Lisa, at the same address as above. We cannot accept CVs as applications.

The deadline for applications is **5pm on Friday, 12<sup>th</sup> June 2026**.

Following the deadline, we will be in touch with candidates to invite those shortlisted to take part in informal conversations throughout June and July.



## FURTHER QUESTIONS

Successful candidates will be invited to observe our Board meeting on Tuesday 25<sup>th</sup> August at 6pm in Glasgow city centre with a view to joining as Board Director as of the meeting on Tuesday 24<sup>th</sup> November.

If you have further questions to ask about the process, or about Toonspeak's Board, please contact Lisa (Chief Executive) at [lisa@toonspeak.co.uk](mailto:lisa@toonspeak.co.uk). Lisa is also able to direct questions to current Board members if you have specific questions about being a member of our Board.