

LANDMARK THEATRES LTD

Trustee Information Pack



Welcome

Thank you for your interest in becoming a Board Director of Landmark Theatres. We are currently looking for directors who will then become trustees as we transition to charitable status.

We are seeking six exceptional individuals from a broad range of backgrounds who will bring relevant insight, skill and experience to support us in delivering the highest quality theatre by, for and with the widest demographic in the least engaged places in England.

Late last year we were successfully awarded Arts Council National Portfolio status for 2023-2026 securing £3 million over the 3 years to deliver measurable economic benefit, improve health and wellbeing and first and foremost to empower talent and create and curate exceptional work in our theatres in North Devon and Peterborough.

Which is why at this crucial time of growth, and increasing challenge for our sector, we are looking for trustees to hold us to account and to help us continue to drive our ambitious plans for this new national organisation.

We hope you find the information contained in this pack useful and engaging, you can also find out more information about our organisation by visiting www.selladoor.com/venues. In addition, you can book an informal introductory chat with us by contacting: jessie.downes@pathents.com

The closing date for expression of interest is **Friday 24th February**.

Thank you for your interest in our organisation and its exciting plans for the future.



Paul Jepson
Creative Director & CEO



David Hutchinson
Chair



Harriet Finney
Vice Chair

About Us

Landmark Theatres LTD

Landmark Theatres Ltd is a response to disproportionality in theatre provision and productivity outside London. The idea was born before the pandemic but became even more prescient during it. Our theatres were previously named Selladoor Venues and operated by Selladoor Worldwide and this conscious uncoupling gives rise to our founding partnership.

From our experience of running theatres in North Devon and in Peterborough, from our conversations with our communities, our audiences, our partners, our teams; from our analysis of changing business models immediately prior to and through the pandemic, from our knowledge bank as a leading producer of commercial theatre in the UK and internationally and from the research, documentation review and in-person interviews that form the basis of our business plan – we establish the need for this new type of organisation.

LANDMARK THEATRES is a community embedded National organisation designed to accept the challenge of delivering the highest quality theatre by, for and with the widest demographic in the least engaged places in England.

This is an organisation with the huge ambition necessary to tackle disproportionality.



About Us

Chair & Vice Chair

David Hutchinson (Chair) – CEO of Selladoor Worldwide & Path Entertainment. Producer credits incl: *9 to 5 The Musical* (Savoy Theatre, UK & International Tours); *Bring It On* (South Bank) *Falsettos* (Other Palace) *Flashdance The Musical* (UK & International Tours), *Madagascar The Musical* (UK & International Tours), *Avenue Q* (UK Tour), *Amelie The Musical* (West End). In 2020 David launched Gamepath – *Monopoly Lifesized*, in partnership with HASBRO, opened in 2021.



Harriet Finney – (Vice Chair) Deputy CEO BFI. Harriet lead the development of the BFI's next 10-year National Lottery strategy working with stakeholders across the cultural sector, industry & government to advance the UK's position as a global leader in screen. Prior to this she was Deputy CEO at the Creative Industries Federation, focusing on industrial and cultural policy. Harriet started her career in the City, working in equity sales for Dresdner Bank and UBS, before joining Chrysalis Group PLC as their head of corp. comms. from 2002 until its sale in 2011.



Timeline

2009

Selladoor Worldwide began was founded in 2009. Selladoor Worldwide have produced iconic touring productions, in addition to west end runs and international touring covering 4 continents. Previous productions include:
Flashdance The Musical,
Madagascar The Musical, Jersey Boys, Bring it On the Musical & Footloose.

2019

In 2019 Selladoor Worldwide created Selladoor Venues when moving into venue management with operation of Queen's Theatre (Barnstaple), Landmark Theatre (Ilfracombe), New Theatre (Peterborough).

2022

In 2022 Selladoor Venues also brought Key Theatre (Peterborough) into the portfolio of venues it operates.

2023

In 2023 we will be transitioning to Landmark Theatre LTD.

Landmark Theatres are thrilled to be part of Arts Council England's National Investment Programme for 2023- 2026. This will ensure that Landmark Theatres can deliver an ambitious artistic mission, driving quality work, inspiring and developing new talent for and with the audiences we serve.





Dick Whittington (2022)
Photo: Louise Waldron

About Our Work

Since 2019 our 4 theatres have seen hosted 400,000 people at performances, workshops and events. Of these, 75,000 people have purchased tickets visiting from every region of the UK.

We have presented internationally and nationally renowned productions such as We Will Rock You, Blood Brothers, Footloose, Gangsta Granny, Beautiful: The Carole King Musical, In the Night Garden and much more. This years programme sees us bring more West End musicals to our communities, including Mamma Mia!, Six the Musical and Rock of Ages.

We have delivered events supporting our communities including relaxed performances of our annual pantomimes removing barriers that may have otherwise prevented people from attending the theatre. Our venues provide a platform to local amateur dramatic groups, education settings, scout groups, and more giving them the chance to perform in a professional theatre. Both Devon, and Peterborough venues provide a home for local youth theatre groups introducing people to the magic of theatre from a young age.

We look forward to using The Arts Council's investment over the next three years to further support projects, developing artists and partnering with organisations by providing resources and opportunities to continue to bring work to places of low cultural engagement.

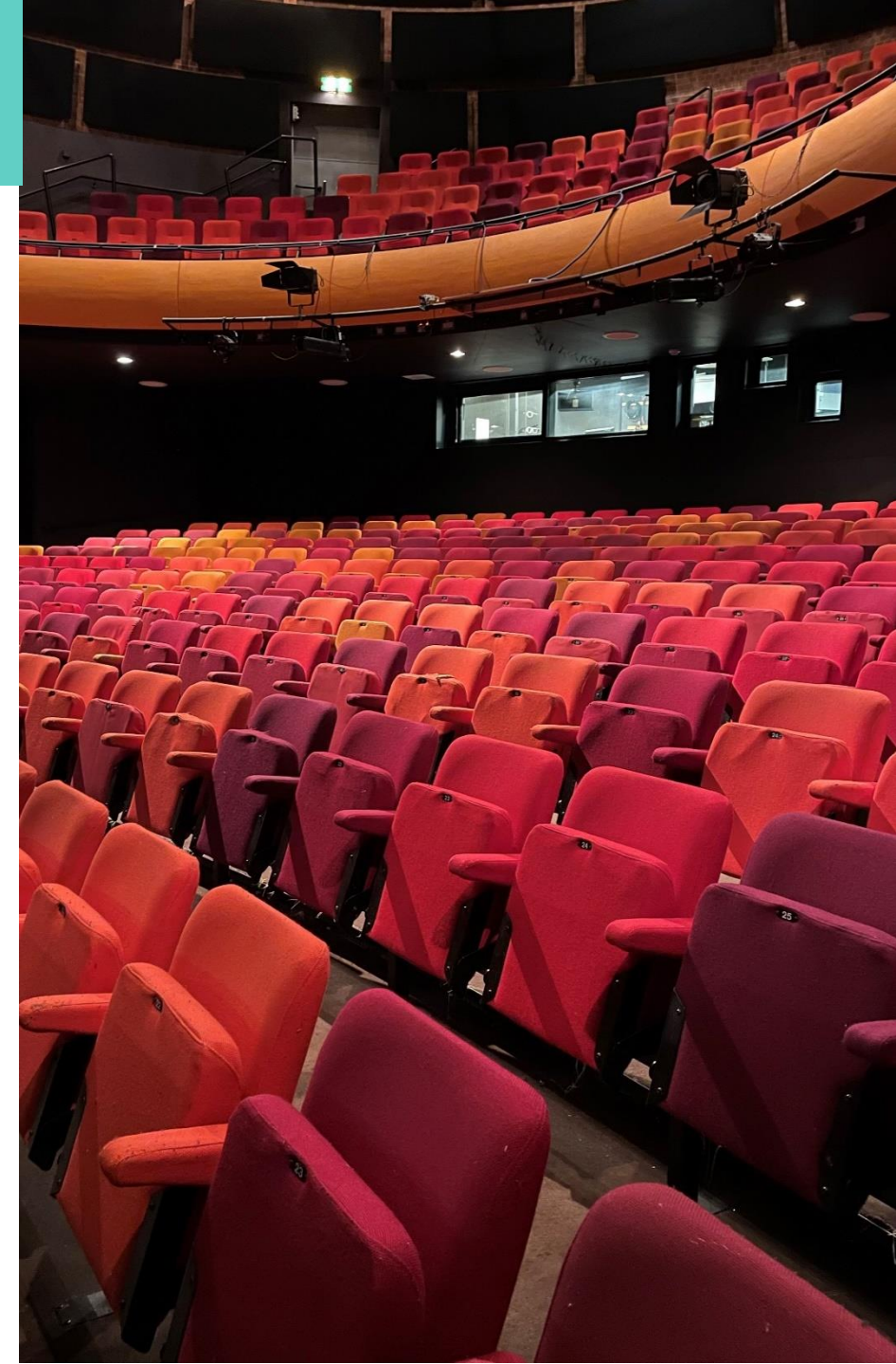
Our Plans

Mission

To be a leader nationally and at the heart of our communities and through the medium of performance to innovate, collaborate, empower, include, sustain, and enhance the wellbeing of the widest possible demographic in and beyond North Devon, Peterborough, and those other places where we come to work.

Vision

Through the creation and curation of exceptional work that speaks to the widest possible demographic and through empowering in the creative process; to lift our communities whilst increasing the sustainability of our activities through full commercial exploitation of our assets.



Why We Need You

We are on a journey of change. As build this ambitious new national organisation we have been challenging ourselves with the following questions:



How we empower the widest possible demographic in our governance, management, team, freelancers, spaces and activities.



How we maximise our sustainability including through capital programmes to expand our engagement and develop our audience.



How we curate & create exceptional theatre ensuring it is at the heart of the communicates we serve.



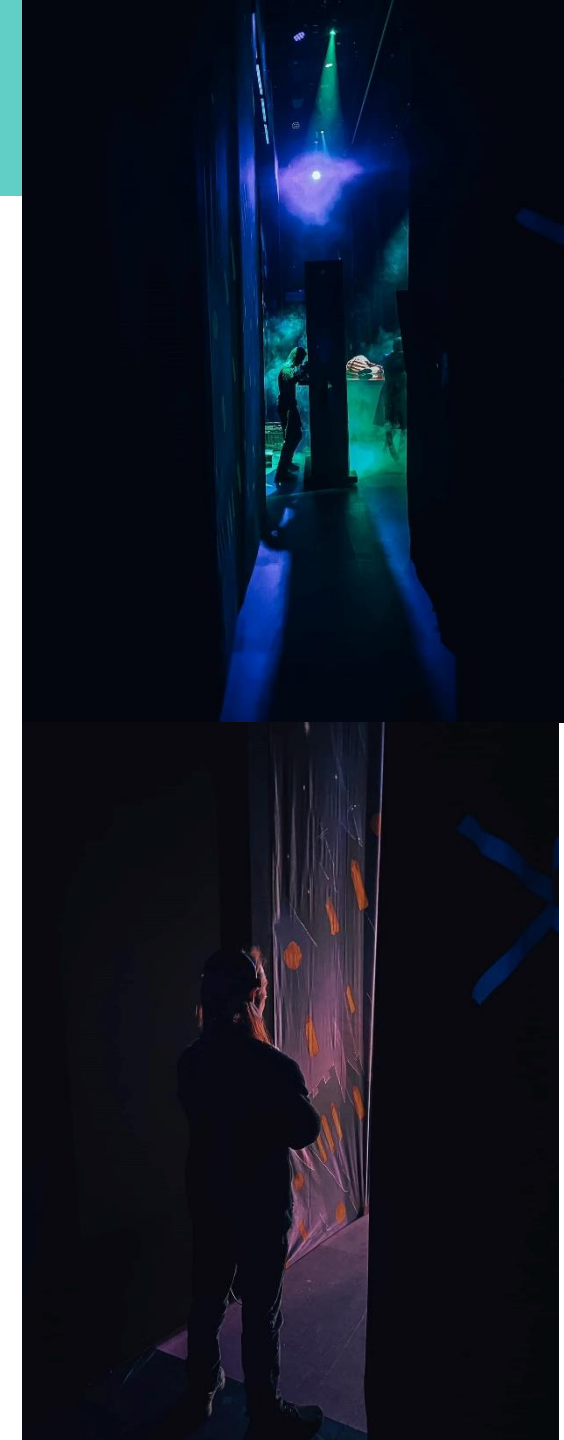
How we harness data, systems and new technologies to reach new audiences.



How we create internal efficiencies in procedures and process.



How we position ourselves to maximise investment.





Jack & the Beanstalk (2022)
Photo: Robin Savage

Who are we looking for?

You don't need to have been a trustee before, if you have the skills, knowledge and experience we're looking for we will support you in the role.

We have specific gaps on our board that we'd like to address (listed below). If you do not have experience in these areas but are still interested in becoming a trustee, we'd like to hear what you think you can offer.

- Finance & Business Management
- Environmental Sustainability
- IT and Digital Technology
- Diversity Champion
- Fundraising
- Legal

Studies have shown that women and people from global majority heritages are less likely to apply for roles unless they meet every single qualification. Landmark Theatres Ltd are dedicated to building a diverse, Inclusive organisation and we are keen to make our workforce more representative of different backgrounds and experiences of the communities we serve. If you are excited about this role but your past experience doesn't align perfectly with the person specification, we encourage you to contact us for a chat. You might be the right person for this role.

We want to ensure that the board better reflects the people we work with prioritising those who identify as LGBTQIA+, D/Ddeaf, disabled, those who are early in their careers or come from groups who experience racial inequality

Working with us

Each trustee must have:

- A willingness to meet the minimum time requirement and engage in training as and when required
- And understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An understanding of the principles of equality, diversity and inclusion
- A commitment to Landmark Theatres Ltd's vision, goals and values
- A willingness to respectfully speak their mind
- Good, independent judgement
- An ability to think creatively
- Strategic vision

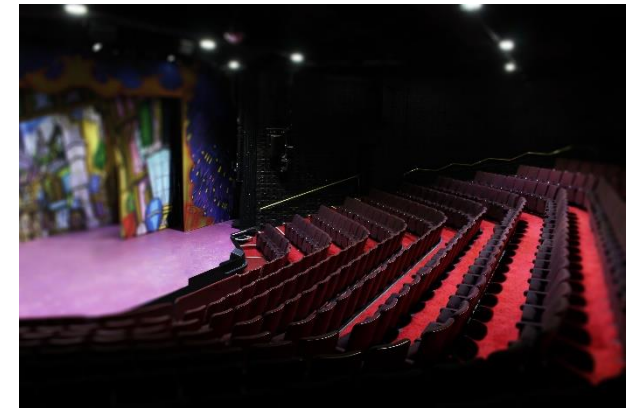
Induction and Support:

- New Board members will be given an induction, including time with the theatres staff and other board members.

Working with us

Terms of Office:

- Trustees will be appointed for a three year term of office with an option for renewal for a further term to a maximum of six years subject to the following:
- Review of skills and diversity matrix to identify opportunities as trustees reach the end of their term of office.
- Annual Trustee appraisal in which consideration will be given to attendance, commitment and contribution.
- This is an unpaid role, however adequate expenses will be provided.



Trustee Responsibilities

The role and responsibilities of Director/Trustee includes:

- Being legal directors of the charity, and those related responsibilities.
- Ensure decisions taken at board meetings are implemented.
- Oversee good practice and compliance.
- Scrutiny of decisions and finances.
- Build connection and opportunity.
- Fundraise and cultivate donors.
- Challenge and advise.
- Act as final stage adjudicator for disciplinary and grievance procedures if required.
- Support equality, diversity, and inclusion throughout the organisation.
- Support the (senior) staff, and collectively line manage the CEO.
- Be an advocate and champion Landmark Theatres.
- Trustees are expected to:
 - Have read board papers for each meeting and contribute to discussions.
 - Meetings are held a minimum of four times a year with times mutually agreed.
 - Attend full board meetings (four times yearly, scheduled in advance).
 - Join at least one subcommittee (four times yearly, hybrid – in person or via teams).
 - Attend events and activities at Landmark Theatres Ltd.

Useful Information

Eligibility

Before you apply, you should make sure that you are legally able to become a trustee. The following is from the gov.uk guidance on being a trustee:

- You must be at least 16 years old to be a trustee of a charity that is a company or a charitable incorporated organisation (CIO), or at least 18 to be a trustee of any other sort of charity
- You must be properly appointed following the procedures and any restrictions in the charity's governing document
- You must not act as a trustee if you are disqualified unless authorised to do so by a waiver from the Commission. The reasons for disqualification are shown in the disqualify reasons table and include:
- Being bankrupt or having an individual voluntary arrangement (IVA)
- Having an unspent conviction for certain offences (including any that involve dishonesty or deception).
- Being on the sex offenders register.

Legal information

Our information can be found at [Companies House](#)

We are committed to protecting the privacy and security of your personal information. If you would like to see a copy of our privacy notice please write to: Jessie.downes@pathents.com

Landmark Theatres is committed to safeguarding the welfare of our apprentices, their employers, our partners and the communities in which each of these operate. Applicants will be asked about any previous convictions, cautions, reprimands, including those that are considered 'spent' as defined by the Rehabilitation Offenders Act 1974 (Exceptions) Order 1975 (Amended 2013). Appointment to this role is subject to a satisfactory Enhanced DBS Check (with children's barred list check) and references.

Interested?

Next Steps

- If you are interested in becoming part of our Board, please submit an up to date CV and a supporting statement outlining why you are interested in being a board member and how you feel your skills and/or experience fulfils one or more of the criteria. Please also complete our Equality, Diversity and Inclusion Monitoring Form available via our website (insert website)
- If submitting a written statement is not the best way for you to tell us about your skills and experience, we can accept your application another way, such as video, audio or you could dictate your application to us over the phone. Please contact Karen Harding on: 01733963562 or Karen.Harding@selladoorvenues.com
- If you need us to make any adjustments to allow you to fully participate in this application and selection process please get in touch
- However you chose to apply, please submit your interest to David@selladoor.com by 5pm Friday 24th February 2023.
- Shortlisted candidates will be invited to meet us the week commencing 28th February 2023. This will be an opportunity to visit the Landmark Theatres venues and teams.
- If you have any further questions after reading this material and would like an informal and confidential discussion about the position or would like to this candidate pack in different accessible formats, contact Jessie.Downes@pathents.com