



Trustee application pack
November 2020





'We want to work with people who want to change the world' –
Rebecca Manson Jones, Spare Tyre Artistic Director (Joint CEO)

"Spare Tyre has fearlessly explored difficult territory, ahead of these issues being talked about more widely in mainstream discourse."
Elizabeth Lynch, Arts Producer & Theatre Research Fellow Birkbeck

What is in this pack?

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Spare Tyre is intersectional by nature, anti-racist, inclusive, experimental and planet-loving by choice. We are committed to building a diverse workforce and board of Trustees and welcome applications from individuals from all backgrounds.

If you require this pack in an alternative format, or would like to make an application in a video format, please let us know by emailing: rose@sparetyre.org or calling our office on 0208 692 4446 (ext. 273) or calling/ texting 07598 142 058.



1. Introduction from Michelle Smith (Chair of the Board of Trustees)

Thank you for your interest in becoming a Trustee of Spare Tyre.

Spare Tyre is a pioneering touring theatre and multi-art form company. We were founded in 1977, and are still creating radical, taboo-busting theatre today.

In many ways it's an exciting time for us. Last year, the Board of Trustees appointed a fantastic new leadership team to take Spare Tyre forward into its next chapter. Despite the pandemic and Lockdown, our small core team have managed to continue with much of our creative work, supporting our freelancers and members of the community.

Yet just like other arts organisations up and down the country, we've had to adapt quickly to the coronavirus pandemic and the implications for how we work. Some things – such as holding Board meetings remotely and enabling team to work from home – have been relatively straightforward. Others are more complex and likely to remain so for the foreseeable future. Having a clear vision underpinned by strong governance has never been more vital. We're also looking at how we continue to adapt to the pandemic and ensure that Spare Tyre is in the best possible position to grow, thrive and make a difference into the future.

Hopefully, that's where you come in! We're looking for enthusiastic and passionate advocates for the company and the wider arts sector. Whether you're already a fan of what we do or new to us doesn't matter. As long as you share our values and are prepared to contribute and learn alongside us, we'd love to hear from you.

Whatever skills you bring, you'll be able to collaborate effectively and challenge constructively. Alongside embracing an inclusive mind-set, you'll take the responsibilities of trusteeship seriously and be committed to shaping our strategic direction of the company

When I joined the Spare Tyre Board in 2014, a fellow trustee told me: 'the best way to understand the heart and magic of Spare Tyre is to get into the work.' They were absolutely right, and being involved with this organisation continues to be an immensely rewarding and affirming experience six years on.

You can see and listen to lots of what we've done on our website [here](#). If it speaks to you and you've got the skills and commitment to help us create life-changing experiences for people, then please do get in touch.

I look forward to hearing from you soon,

Michelle Smith
Chair of the Board of Trustees



2. Our search for new Trustees

Spare Tyre is a leading participatory theatre company that seeks to reflect society, challenge its prejudices and make life equal. Built on more than 40 years' experience, our work is collaborative, immersive and taboo-busting. We are intersectional by nature, anti-racist, inclusive, experimental and planet-loving by choice.

We're looking for committed and enthusiastic people to join our Board of Trustees and help us shape the next exciting chapter of our company. As a small but focussed board, we're looking for people with a range of skills and experience, but applications from freelancers, artists and people with theatrical touring, artistic production, strategic fundraising or finance backgrounds would be particularly welcome.

This might be your first board role, or maybe you've got lots of governance experience. We believe that the best decision-making happens in a diverse environment. The most important thing is that you have a passion for making the arts accessible to all and share our values of inclusivity and respect.

Our quarterly Trustee meetings are held virtually now, since the coronavirus pandemic started (via Zoom). Digital working will continue to be central to us, so you can join us from anywhere – you'll need to commit to the quarterly meetings and some ad-hoc sessions on specific issues. Naturally, you'll be keen to support our shows and events wherever possible.

In keeping with the company's legal status, this is a voluntary role. Reasonable expenses for participating as a Board Member can be supported.

We encourage applications from people from a range of diverse backgrounds.

To apply please send your CV and a covering letter or video explaining what you could bring to Spare Tyre as a Trustee to Rose Chorlton (General Manager) at rose@sparetyre.org. If you would like to make an application in an alternative format, please let us know by emailing: rose@sparetyre.org or calling/ texting 07598 142 058.

Informal interviews will take place after **November 30, 2020** and there may be an opportunity for candidates to observe our next Board Meeting on **Wednesday 9 December, 2020**.



3. More about the company

Our current creative partnerships are with groups supporting:

- women who have experience of violence and abuse
- learning disabled and neurodivergent people
- people living with dementias and their carers

Our projects in the very unusual circumstances of 2020 have included:

- **Signal Fires: Beyond the Shield** – an evening of online storytelling created by writers with experience of shielding during the Coronavirus pandemic.
- **Ghyama Arts!** – weekly theatrical workshops with learning disabled adults from the Bangladeshi Parents and Carers Association based at St Margaret's House, Tower Hamlets.
- **Spare Tyre Through Your Letterbox** – phone calls from artists to people living with dementias and their carers, leading to the creation of personalised multi-sensory creative packs delivered through the post.
- **Freelance Task Force** – supporting freelance artists to reimagine the future of the arts.
- Research and development for **We Will Be Happy Here**, a new multi-sensory theatrical installation set to tour in 2021 and 2022.

Read more about current and recent projects at <https://www.sparetyre.org/>.

We have good relationships with a number of trusts, foundations, statutory funders and we are an Arts Council National Portfolio Organisation.

See our latest annual accounts and Trustees' annual report [on the Charity Commission website](#).

If you would like the annual accounts in alternative format, please contact us.

Some words often used to describe Spare Tyre include...



4. Trustee person specification

We are looking for people who can offer:

- Strong commitment to the organisation, its values and ethos.
- Willingness to devote the necessary time and effort to the company's development; including quarterly board meetings, annual board away days and ad-hoc sessions as required.
- Ability to think creatively
- Strategic vision
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Ability to work effectively and collaborate as a member of a team
- Adherence to [Nolan's seven principles of public life](#): selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

In addition to the above we are particularly interested in applicants with experience with one or more of the following:

- Theatrical touring
- Theatrical or artistic production
- Fundraising in the arts
- Understanding of publicly-funded arts at a strategic level
- Finance
- Working as a freelancer in the arts

The statutory duties of a trustee are:

- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- To ensure that the organisation pursues its objects as defined in its governing document.
- To ensure the organisation uses its resources exclusively in pursuance of its objects: the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are.
- To contribute actively to the board of trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.
- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds.

- If the charity employs staff, to appoint the chief executive officer and monitor their performance.

In addition to the above statutory duties, each trustee may use any specific skills, knowledge or experience they have to:

- Scrutinise board papers
- Fundraising
- Lead discussions
- Provide guidance on new initiatives