

THE ROSES

Recruitment Pack

Board of Trustees



The Roses Theatre is looking for new members to join the Board of Trustees. The role will support the organisation in the next stage of its development as it recovers from the impact of Covid-19 and implements a new business plan and strategy.

As part of our commitment to increasing diversity with the Roses we are particularly interested in hearing from women and people from under-represented communities around Gloucestershire.

Board members are expected to:

- Attend up to 12 board meetings a year and a board "Away Day" for in-service training.
- Meetings are normally 6-8pm at the theatre on a Wednesday.
- Read papers prepared by the staff.
- Be prepared to introduce professional and personal contacts for the benefit of the theatre.
- Join a committee or a task-related working party from time to time.
- Attend arts events at the theatre in order to have a better understanding of the theatre's work.
- Support, advocate and participate in the fundraising activities of the theatre.
- Attend certain networking events and undertake advocacy for the theatre.
- Give informal advice and support to theatre staff where appropriate.

About The Roses

The Roses is an equal opportunities employer.

The Roses is a 367 seat mixed arts centre in Gloucestershire and is the largest cultural organisation in the Borough of Tewkesbury. It welcomes around 80,000 visitors every year and provides wide-ranging events both to the local community and to tourists visiting the medieval market town.

Originally built in 1974 to provide a cultural heart for Tewkesbury, an extension in 2015 expanded the venue's front of house space and created a new bar and coffee shop. Live entertainment, including jazz, folk music and stand-up comedy is regularly presented in the bar.

In the main house, The Roses stages a vibrant live arts programme that includes theatre, music, pantomime and comedy and shows a programme of British and international independent cinema, with up to 600 screenings each year.

The Roses theatre is also recognised as a centre for arts participation, serving audiences across Gloucestershire and South Worcestershire, with a specific focus on serving under-represented groups and areas of low engagement. Initiatives include:

- **Feel Good Digital Festival 2020** – a participatory programme of free workshops, masterclasses and creative groups running from July – Oct 2020. It has provided paid employment to over 30 local creative arts freelance practitioners impacted by Covid19. www.feelgoodfestival.uk
- One of 10 UK cinemas selected to take part in the **BFI Young Audience Generator**, a year-long participatory initiative in 2021 engaging young people in programming and experiencing British and independent cinema.
- **Weekly & monthly creative groups** including Tewkesbury Writers Group, Roses Choir and weekly knitting and painters groups providing vital social and creative activities every month to over 200 participants.
- **Engaging Younger Audiences Project 2021** – a new programme of facilitated marketing and programming workshops for 14-25 year olds with the aim of contributing to organisational development and to rebuilding a marketing infrastructure.
- **Roses Volunteer scheme** with 103 active participants – the volunteer scheme provides a vital social lifeline to many of those involved, particularly over-70s experiencing isolation.
- **Your Future** – a creative workshop project aimed at families who have experienced domestic abuse. This is supported by the Big Lottery Fund, Tewkesbury Borough Council and Gloucestershire County Council.
- **Reaching Communities** – a young persons project to improve mental health and wellbeing, which includes a funded Community Builder role.
- **Take Part department** – engaging & inspiring younger generations. This includes a young persons' programming panel, Artsmark awards and training in on and off-stage roles.

The Venue

The Roses' auditorium is one of the best examples of its kind in the country. Boasting perfect sight-lines from every seat, it combines a sense of both the intimate and the epic. This complements an unusually deep stage for a small-scale theatre and allows a wide range of programming including international dance and music.



The Mission

The Roses Theatre is the cultural heart of Tewkesbury and the surrounding areas, and is a community resource that aims to create change in the following areas:

- **Accessibility** – ensuring everyone has access to art and culture, and ensuring all forms of art and culture are celebrated through a diverse and vibrant programme
- **Community and Belonging** – being a place of gathering for all, and using our resources to support areas of the community that are isolated or marginalised
- **Enrichment & Education** – in 2021 the theatre aims to launch a new department focused on participation and educational opportunities

The Organisation

The Roses Theatre Trust is a company limited by guarantee and a registered charity. There is also a subsidiary company which covenants its profits to the Trust. Responsibility for governance of The Roses Theatre Trust rests with the Board (currently eight Trustees). The Theatre Director is the chief executive responsible to the Board for the artistic programme, the financial outcomes and the management of the organisation.

The Roses employs 15-20 people on a regular basis. Many are permanent part-time. Our staff play an important role as a successful and committed team. Personal development is encouraged and input on all aspects of the theatre is valued.

We would not be able to maintain the high standards of customer care for which we are renowned without our volunteers. They are a committed group of over 100 people, of all ages, who give up their time to steward all performances, help with participatory activities, fundraise and generally make a visit to The Roses a smooth and enjoyable one.

Since 2019 The Roses has been undergoing organisational development. It has rebuilt many of its business systems and processes including transferring accounts to Xero, implementing iZettle as a cost effective Epos system and in November 2020 migrating to Spektrix, a new Box Office system.



The Future

In 2021 and 2022 The Roses will be focusing on four main areas:

- A full programme of live shows and film.
- Continuing our recovery from the impact of Covid 19 closures by building on the success of raising £350,000 throughout the crisis to support its business and programming. This will include establishing a new business structure and improving earned income from food and drink.
- Contributing to a year-long community-led cultural festival celebrating the 900th anniversary of the consecration of Tewkesbury Abbey and the 550th anniversary of the Battle of Tewkesbury. The festival will focus on increasing tourism and will create a long-term cultural strategy for the town.
- Launching a new participatory and community arts department including 'Young Creatives' that will expand activities for young people.

The Board in 2021

Maurice Gran

Maurice is one half of scriptwriting duo Marks & Gran. He co-wrote popular sitcoms *The New Statesman*, *Birds of a Feather* and *Goodnight Sweetheart* with Laurence Marks. Their theatre works include *Dreamboats and Petticoats*, *Save The Last Dance For Me* and *Dreamboats and Miniskirts*. He lives in Cheltenham.

Paul Johnson

Paul is a solicitor and partner with Thomson and Bancks, a firm with offices in Pershore, Cheltenham and Tewkesbury. He is married with two teenage daughters and has lived in Woodmancote in the Tewkesbury borough since 1988. Professionally he specialises in litigation, employment and business law. Paul has experience as a primary school governor, is a director of a neighbourhood charity, and is a member of the Chamber of Trade.

He is currently the Chair of the Rotary Club of Pershore's Twilight Club. Paul has a broad interest in the arts; live performance, drama, music and dance; and believes in the integral value of theatre to the success and well-being of individuals, schools, communities and business.

Geoffrey Rowe (Chairman)

Geoffrey has had an extensive and distinguished career in Theatre Management. He was CEO of the Cheltenham Everyman Theatre, CEO of the Welsh National Opera and CEO of Sheffield Theatres.

Sam Shrouder

Sam has lived in Cheltenham for 15 years and was on the board of the Everyman Theatre for nine years. He began his career running local authority entertainment venues and later became the Chief Executive for Apollo Theatres, a post he held for more than 20 years. He was responsible for 26 theatres across the UK including the Edinburgh Playhouse, Manchester Opera House and Manchester Palace Theatre. He was a trustee of the Theatres Trust and has acted as consultant on a number of new and newly re-opened theatres. He is a founder of the Wychwood Festival held each summer on Cheltenham Racecourse.

Colin Smith

Colin has been Head of Higher Education and Creative Arts in further education colleges. He is an experienced lecturer in performing arts and is now the GlosEd Leader for Creative Arts and a Senior Leader in Education. He has been involved in a number of artistic/theatre organisations around the region including Gloucestershire Dance, ARTRIX theatre (Bromsgrove) and the Guildhall Gloucester. He works freelance delivering Theatre in Education workshops and drama training for teachers and is a part time teacher of Special Educational Needs specialising in performing arts. Colin lives in Tewkesbury.

Eleanor Teasdale

Eleanor grew up in Tewkesbury and is a former Roses Youth Theatre member and volunteer. After graduating from the University of Exeter, she worked as an Administrator at The Roses and discovered a passion for fundraising in the arts. Eleanor has worked as a fundraiser at The Watermill Theatre, Newbury and at The Courtyard, Hereford. She now works in the Major Gifts team at the Royal Shakespeare Company.

Nick Wilkes

Nick trained at Bristol Old Vic Theatre School. He is an actor, performer and playwright. He also worked as House Manager at Malvern Theatres for four years and as a technician at several theatres in the region. He has written and produced more than 20 plays, including 2020's seasonal production at The Roses: (Almost) A Christmas Carol.

Jessica Brewster

Jessica has been working in the creative industries for 20 years in theatre and television.

As well as running The Roses she is currently Chair of the Tewkesbury Cultural Consortium, a member of Tewkesbury 2021, a committee producing a series of events commemoration of the 900th anniversary of the consecration of Tewkesbury Abbey and the Battle of Tewkesbury. She is also Co-Chair of Artistic Directors of the Future, a ground breaking organisation lobbying for diversity at leadership level in the arts.

Prior to The Roses, Jessica was Founder, CEO & Artistic Director of Theatre Deli, www.theatredeli.co.uk. Theatre Deli is an arts charity that works with FTSE 100 property developers to activate empty spaces across city centres in England and transform them into mixed use site-specific cultural hubs. It is recognised as the leading support organisation for the independent theatre sector and the immersive arts sector in the UK. During her tenure, Jessica produced and supported 55 non-traditional theatre productions including West End success, The Great Gatsby.

TV credits include: Producer / Director, The Great British Bake Off (BBC); Producer / Director, The Show Must Go On with David Jason (Channel 5); Producer, My Last Summer (Channel 4).

To apply for a position on the Board of Trustees at The Roses please email
jessica.brewster@rosetheatre.org

www.rosestheatre.org

Email: community@rosestheatre.org

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