

barrel
organ



trustee recruitment pack

welcome from the trustees

Thank you for your interest in Barrel Organ and the role of Trustee. We are so excited that you are considering applying to join us on the next step of Barrel Organ's journey.

The show is never finished

Barrel Organ is a theatre company led by collaboration. We make daring and generous work with under-represented groups and individuals from across the UK. By building meaningful relationships, we support our collaborators to shape a process that empowers everyone involved to take an imaginative leap and give voice to the stories they want to tell.

Our work happens all over the UK, invoking meaningful change in the world and challenging what theatre is and can be. Liveness is at the heart of everything we do and allows us to be open and responsive to what is happening around us in the world. We believe that everybody should be afforded the opportunity to nourish their creativity and have a voice, whether they consider themselves to be an artist or not. We support this by creating a safe, generous and artistically challenging space to champion and platform our collaborators' stories.

We believe that creativity should be part of everyday life so we provide opportunities for people who face barriers to accessing the arts. We consider our audiences as active collaborators and want them to represent the individuals and groups we work with. Our aim is to build new artistic communities that are reflective of the country we live in.

Our projects take many different forms. We have made theatre shows and films and deliver projects online and in-person. We have performed shows in theatres, car parks, beaches, and tents. Sometimes our work is touring theatre productions we have made, sometime it is delivering bespoke Artist Development Programmes, and sometimes it designing & delivering a project that encourages & facilitates participation in a creative process for those who do not normally have that opportunity.

You will find details on the role and how to get in touch with us in this pack, we hope it gives you a clear idea of the organisation and our upcoming plans.

We look forward to hearing from you.

Barrel Organ Trustees





about barrel organ

Credit: Charlie Jenkins

OUR WORK

Barrel Organ has performed to 10,000+ audience members in 36 venues across England, worked with 1,000+ participants and 100+ artists, and have been described as “the future” (Lyn Gardner). Awards won include Untapped 2019, 4 NSDF awards, and a nomination for the Amnesty International Freedom of Expression Award.

Barrel Organ have toured across the country since 2014, developing award winning work such as: Nothing, Some People Talk About Violence, Anyone’s Guess How We Got Here, CONSPIRACY, and All Your Houses.

In 2023-24, we will be touring an adaptation of Tess of the D’Urbervilles made in collaboration with young people from across the UK and in co-production with English Touring Theatre.

Barrel Organ is also dedicated to creative development and providing artists with opportunities to develop their practice. In 2015, we started LIVE, a work-in-progress night for emerging artists from under-represented backgrounds to test their work. In 2022-3, LIVE has a focus on artists from Yorkshire, & champions digital & hybrid live work. In 2020, Barrel Organ set up 'Barrel Organ and Company', a development programme for brand-new companies to test new work and develop their companies, in collaboration with NSDF. BO&Co is now in its 3rd year, working with lowercase theatre from Grimsby.

We have developed a number of participation programmes for underserved communities. This year we delivered our first ever Town Squared in Leighton-Linslade in which we worked with citizen artists to develop their creative skills in collaboration with professional artists. We are also running our first 'Campfire' project, working with service users of Doncaster Mind to explore how creative expression & authorship can improve mental wellbeing. Both of these participation projects are working towards public performance events in December 2022.

about barrel organ

OUR VALUES

Underpinned by the belief that everyone is creative and deserves the opportunity to express it, we have developed our Empowerment Methodology which aims to:

- Collaborate with underrepresented individuals and groups, empowering them to unlock creativity and bring voice to the stories they want to tell in a supported and artistically challenging environment
- Place collaborators at the heart of a playful process which creates formally adventurous work and interrogates socio-political contemporary issues
- Make work accessible to artists, participants and audiences by removing financial barriers via low cost tickets (audiences), commissions/expense payments (artists and participants), and by providing activity both in-person and online





Credit: The Other Richard

the change we want to make

We want to create a culture which actively engages in high-quality, collaborative creative activity. Across the next 3 years, we will place artists, participants and audiences at the heart of our work to create a diverse & ambitious programme that meaningfully uses theatre to improve people's lives.

We believe everyone can be creative and by the end of the three years, over 6,500 individuals will have actively used their creativity within a Barrel Organ project, and many more will have engaged with our work in-person or digitally. We will use our Empowerment Methodology to co-create and tour with communities, placing innovative forms of creative practice & cultural content onto main stages and spaces, collaborating with other cultural, commercial & educational organisations.

Across all our work, we will actively listen to the communities we work with and continually provide opportunity for creative engagement, developing bespoke processes that empower people to tell pertinent contemporary stories. We will also nurture the next generation of artistic leaders and makers, providing sustainable pathways into the creative industries for early-career artists and young people with limited access to the arts.

the company structure

Barrel Organ is a registered Charitable Incorporated organisation and has a Board of Trustees who oversee operations to uphold the responsibilities of the CIO to the Charity Commission. The organisation has three trustees, who oversee the three Co-Directors. Our Trustees are: Ethel Maqeda, Jack Perkins and Kate Wasserberg.

The Co-Directors of the company are Rosie Gray & Ali Pidsley. Rosie has a background in performance & writing, and Ali has a background in directing & facilitation. The Co-Director model is our way of ensuring the company is led in a dynamic and adaptable way, by artists, and puts collective responsibility at the heart of everything we do. Together the Senior Management collaborate with Associate Director, Dan Hutton, and a variety of freelance artists and practitioners to deliver our work. We also have two informal advisory groups - a Youth Advisory Panel & the Founding Members group.



Credit: Sophie Manoury



being a trustee

Barrel Organ are in search of three new trustees to join our Board of Trustees. Having recently become a Charitable Incorporated Organisation with three inaugural trustees, we are looking to expand our board to six individuals who will help guide the company through the next stage of its life.

First question you might have is... what is a Trustee? Well, a Trustee can be many things.

What we know is that, as a trustee for Barrel Organ, we very much hope you'll be a part of the family, and will play a crucial part in the overall direction and strategic choices of the organisation. We hope being a trustee will be educational, rewarding and fun. Trustees sit on the Board of Trustees for Barrel Organ CIO and, in partnership with the other trustees and Co-Directors, ensure that the organisation fulfils its charitable aims of "the promotion in particular, but not exclusively, of the art of drama by providing educational performances for hard to reach audiences".

All trustees must meet the criteria in [this](#) link.

Barrel Organ is a touring company whose Trustees & team are based around the United Kingdom, although a lot of our activity is centred around Yorkshire. We are looking for Trustees to commit to work with the company for a minimum of 3 years. Trustee meetings will take place 3 or 4 times a year, mostly on Zoom with one in-person meeting a year. We will also host a company away day once a year and occasional training sessions.

role description

The Trustee's primary responsibility is ensuring that Barrel Organ team remains true to the benefits outlined in the charitable objects. They also:

- Ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Ensure that the organisation pursues its objects as defined in its governing document
- 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
- Attend and prepare accordingly for quarterly board meetings with particular focus on finance and strategic objectives
- Perform due diligence on yearly accounts/budgets
- Guide SMT using their knowledge and experience
- Manage and if necessary recruit SMT
- Oversee collection, evaluation and reporting of key data and statistics
- Evaluate performance of SMT against agreed targets
- Safeguard the good names and values of the organisation
- Ensure the effective and efficient administration of the organisation



Credit: Joseph Samuel
Priestley



Credit: Fly Girl Films

could this be me?

At Barrel Organ, we acknowledge the responsibility that comes with being a trustee but we are keen to ensure that all trustees have a meaningful contribution to the organisation beyond the standard responsibilities. We want it to be fun, for individuals to contribute to the work and feel part of the Barrel Organ family. We believe in knowledge exchange, building meaningful relationships with our trustees and empowering our trustees to act as active ambassadors for the organisation. In the early months, we will work closely with individuals to support them in getting to know us, how we work and the best way in which they can support the work we do.

Other benefits include: professional development training, board away days, free tickets to Barrel Organ's work and all necessary transport, accommodation and expenses provided.

So, if you are:

- Interested in and supportive of the work Barrel Organ does
- A champion of creativity for all, regardless of background, ethnicity, geography, economics or disability
- Committed to promoting diversity and inclusion in the company and the cultural sphere in general
- Willing to commit the time required to being a Barrel Organ trustee
- Able to solve problems
- Inquiring
- Generous and open

...Then we want to hear from you!

how to apply

If you would like to apply please send a letter (no more than 1 page) or video (2 minutes max) that details a little bit about yourself, why you would like to join Barrel Organ and why you think you would be a good fit. Please email this along with your CV (max 2 pages) to info@barrelorgantheatre.co.uk with the subject "Trustee Application".

We are particularly interested in receiving applications from Black and Global Majority candidates, candidates who identify as living with a disability, and candidates from backgrounds which are currently underrepresented in arts leadership.

If you would like to discuss the role further please contact us on the above address, or you can call Ali on 07894240982. We are keen to ensure that our recruitment is as accessible as possible so if you require the application in a different form then please do let us know.

We can't wait to hear from you!

