

## INFORMATION PACK

Yorkshire Dance Board of Directors  
Oct 2023



*Images Clockwise from top left: Saturday Superstars Youth Dance Classes © Sara Teresa, Alethia Antonia performing at No Dress Code © Ant Robling, Audience members interact at H2's Strangers & Others at Encounters Festival © Sara Teresa, Leaps & Bounds group for adults with learning disabilities © Camilla Greenwell (these are just a few of the activities which take place in our building)*

Dear Applicant,

Are you someone who is passionate about the arts, dance and its impact in the community to create positive change? Would you like a chance to use your skills to help the community? Are you interested in creative thinking, strategic planning and expanding your network within Yorkshire?

In return for the skills you bring, Yorkshire Dance is offering an opportunity for you to be a part of our leadership team, helping shape the organisation's future in what is an exciting time.

In general, your role as a trustee is to:

- With the [board](#) and executive team, set the organisation's strategic aims, be a critical friend and ensure the necessary financial and human resources are in place for us to meet our objectives.
- Provide leadership of the organisation within a framework of prudent and effective controls which enable risk to be assessed and managed.
- With the board and executives, set the organisation's values and standards and ensure that its obligations to its stakeholders, key funders and others are understood and met.
- Keep the executives of the organisation up to date with any changes/trends within your field of expertise which might impact the organisation directly or indirectly.
- Represent the organisation at various events and networking opportunities and be an advocate, where appropriate.

We are especially looking for new Trustees with skills sets and professional experience in HR, Finance and Legal. For details in each please see section 1 Trustee Profile on page 3.

We pride ourselves on being a welcoming board where diverse perspectives are sought and respected. Our governance has been hailed as a model of good practice by our core funders including Arts Council England.

*"I immediately felt welcomed, valued and heard. I've learned a great deal from the other board members and the wider organisation - the passion, commitment, and drive of Yorkshire Dance makes you want to be part of that positive energy."* Maria Maynard, Yorkshire Dance Trustee

As well as recruiting new Trustees we are recruiting a new chair. Following the completion of her 6-year tenure, our Chair, Shirley Parks is stepping down, having guided the organisation brilliantly creating growth and stability. The end of her tenure coincides with the CEO Wieke Eringa who has been in post for 15 years, moving to a new role at University of Leeds. During this time the organisation has seen huge growth in (inter) national and cross sector partnerships, reputation and has developed greater clarity of strategic vision and purpose. As a pro-active and forward-thinking board, we are taking this opportunity to review the organisational leadership structure which new Trustees can feed into.

In this pack you will find further information about the organisation. If you would like to have an informal chat about this opportunity, or have any queries, please contact me on [jonsingleton@yorkshiredance.com](mailto:jonsingleton@yorkshiredance.com) 0113 243 8765

Thank you for your interest, and I look forward to receiving your application.

Yours faithfully

**Jon Singleton**  
Director of Strategic Development & Partnerships

## 1. Yorkshire Dance Trustees Profile

We are especially keen on hearing from individuals with **one** of the following areas of expertise:

1. HR: a good understanding of UK Employment law, able to guide the organisation on various HR related issues, including updating related policies and maintaining best practice.
2. Finance: The trustee will lead the Finance & HR sub-committee and ensure the organisation's financial position is in control and the various controls set are being maintained. Having a deep knowledge of charity accounts, experience in audit and a background in financial accounts is desirable as is being a qualified accountant.
3. Legal: Qualified Lawyer, specialising in litigation, able to support the Exec team in their management of our (paid) legal service providers.

### Trustee Duties and responsibilities

- Constructively contribute to the overall strategic direction, policy, objectives and targets of Yorkshire Dance.
- Take an active role in the preparation and approval of the business plan.
- Observe Yorkshire Dance's articles of association, charity and company law and other regulatory requirements.
- Participate in Yorkshire Dance Board's various committees.
- Act as the employer of Yorkshire Dance's employees.
- Comply with Yorkshire Dance's equality policies.
- Ensure that Yorkshire Dance operations are evaluated effectively.
- Safeguard Yorkshire Dance's financial stability, including approval of the annual accounts and the annual budget and advise on major resource issues.

### Qualities and Experience Desired

- An interest in the arts and in dance.
- Extensive experience from the public sector, the world of business and/or the arts; we are keen to hear from individuals with a range of skills, including but not limited to PR and communications, the climate crisis and sustainability or capital projects.
- A desire to work in the best interests of Yorkshire Dance, without regard to personal financial gains.
- Objectivity, fairness, integrity, wisdom, discretion and good judgment.
- Strategic vision, creative thinking, independent judgement and ability to focus on practical issues.
- Effective advocacy and communication skills.
- A willingness to play an active role in fundraising.
- An understanding of good governance in business, the public or not-for profit sector and the duties and responsibilities of Trustees (more details can be found on the Charity Commission website at: <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>)

### Time Commitment

- Time commitment is usually the equivalent of one full day per month, although more may be required from time to time. This includes four Board meetings per year, an annual general meeting, other sub-committees up to four times per year and two half-day Board retreats. In addition, time will be needed to study meeting papers, and attend a variety of Yorkshire Dance events.
- The trustees serve a 3-year term, with the possibility of extension for another 3 years.
- Board and committee meetings are held either online via Zoom, or when possible, at the Yorkshire Dance building in Leeds from 5.30pm to around 8.00pm.

- The Board has two half-day annual retreats usually on a Friday afternoon to consider the strategic direction of Yorkshire Dance and address key issues for Yorkshire Dance.

## Eligibility

The law places certain restrictions on becoming a charity trustee. For example, you cannot be under the age of 18, previously been removed from trusteeship of a charity by a Court or the Charity Commission, disqualified under the Company Director's Disqualification Act 1986, or been convicted of an offence involving deception or dishonesty (unless the conviction is spent). If you are in any doubt about your eligibility, visit the Charity Commission website at [www.charitycommission.gov.uk](http://www.charitycommission.gov.uk)

Although selection as a Trustee is not a public appointment, the seven principles of public life as defined by the Nolan Commission (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) are applicable to this role.

While the role is voluntary, Yorkshire Dance covers any costs related to travel, training and any other expenses that trustees may incur to attend the board meetings.

## 2. How to apply

Please send a CV and a covering letter explaining why you are interested in becoming a Trustee and outline how your skills and experience meet the Trustee Profile in section 1 of this pack. If you prefer you could send us an audio recording (MP3 file) or a video application of up to 4 minutes (MP4) using WeTransfer.

Please email your application to [bhuvansharma@yorkshiredance.com](mailto:bhuvansharma@yorkshiredance.com) with the subject Trustee Application.

The deadline for applications is: **10am on Monday 12 September 2022**

Interviews will take place at Yorkshire Dance in Leeds City Centre (or over Zoom if required).

If you would like a version of any of the application material in an alternative format (e.g. large text), please do not hesitate to contact us and we will do all that we can to support your application. Please call us on 0113 243 9867 or email [admin@yorkshiredance.com](mailto:admin@yorkshiredance.com) using the subject heading Trustee recruitment.

After applying, please complete our equal opportunities form at:

<https://yorkshiredance.com/monitoring-form/>

## Yorkshire Dance Recruitment Statement

We recognise the positive values of diversity and actively promote equality and challenge discrimination. We welcome and encourage job applications from people of all backgrounds.

Our opportunities are open to all, and we particularly welcome applications from D/deaf, disabled and neuro-diverse people, and people of African or Caribbean heritage and people of South, East and South East Asian heritage, as they are currently under-represented at Yorkshire Dance.

We will interview all applicants who are ethnically diverse or have a disability and who meet the essential criteria of this role.

In your covering letter please indicate if you wish to be considered for this role under our commitment of interviewing those who are ethnically diverse or have a disability.

We will never ask for clarifying or supporting information to clarify this. Information collected within the equal opportunities form is kept separately and anonymously and does not form part of the selection process.

### **3. Information about Yorkshire Dance**

Our mission “to work through dance to increase happiness, health, connection and change” is underpinned by an approach to dance making ‘of the now’ that is inclusive, person-centred and curious to embrace a wide variety of cultural, stylistic influences and forms.

#### **Our Values and how we work**

We are creative  
We are curious  
We are inclusive  
We are joyful  
We care

We are committed to being an ethical organisation. We commit to fair pay and fair working practices for all staff and freelancers.

We commit to increasing our environmental sustainability and to use our platform to increase public awareness of the Climate Emergency.

We apply co-design and co-creation principles to all our activity, from project planning to the creative process wherever possible and appropriate.

We are committed to work in partnership with health, sport, community, local authority and arts partners to increase the impact and relevance of our work.

#### **Summary**

Celebrating its 40<sup>th</sup> year in 2022, Yorkshire Dance works through dance to create happiness, health, connection and change. Supported long term by Arts Council England, Leeds City Council, Trusts & Foundations, Sports England, NHS, etc., we create opportunities for people of all ages, backgrounds and abilities to make, see and take part in high quality dance. As a dance-development organisation, we build community across Yorkshire.

#### **Our Aims are to**

1. Support independent artists;
2. Engage people who face barriers to dance;
3. Support a regional infrastructure for dance and to
4. Bring people of different walks of life together through watching, participation and dialogue.

Committed to social justice and equity, we explore how dance can speak powerfully to critical themes such as gender, anti-racism, ageing and the climate crisis. We invest in an ecology of local artists, helping them to realise their ideas and to develop their dance leadership, co-producing their work, supporting their curatorial practice or creating (inter)national opportunities. We have built expertise and leadership in supporting artists with a learning disability and autism.

Located in the heart of the cultural sector of Leeds, our studio space supports artists to develop their work and we work extensively in care-homes, schools, community centres, venues and festivals across Leeds and Yorkshire.

*"Yorkshire Dance are wonderful. They encourage participation in movement in a fun environment. I feel part of a vibrant society and have participated in events, workshops, discussions, seen various genres of dance and opened my mind to the importance of the arts in the well-being of all. Dance is vital for my mental and physical health. Thanks to YD for opening this door as I start my journey through retirement."* Older dance participant

We have a rich track record of providing high quality, accessible participatory activity with a specialism in engaging children and young people, older adults and adults with a learning disability in Leeds, Bradford and throughout the region. In an average year we reach 1400 people through participation with 17,000 attendances. 65% of our participants are from those audience segments who are evidenced as 'least engaged' in the arts and culture.

### Programme overview

Our team of 15 full-time equivalent staff is split across an executive team, community and artist development, marketing, communications, fundraising and front of house/operations teams.

Two staff members focus on developing opportunities for children and young people. Locally they remove barriers for those from lower socio-economic backgrounds and regionally they raise aspirations/ambition through a nationally significant annual youth dance festival (part of the U.Dance national platform) for over 300 young people.

*"FRESH was even better, getting to dance on such a big stage and have a cheering audience felt so good and I loved the workshops we did in the day!"* Participant 2022

*"YD has consistently provided classes over the years for all members of the community and as I've aged, I've discovered that older people are not ignored or left out but welcomed to still continue the joy of dancing."* Dance participant 2022

We have established an award-winning track record of co-design with older adults. Our Mature Company and Dance On programmes take a community-development approach, recognising the expertise of and working closely with community partners (e.g. neighbourhood networks, care homes) Annually we regularly (weekly) engage 500+ older participants in areas across Leeds, Bradford and beyond in the lowest 10 percentile of the Indices of Multiple Deprivation, those from diverse ethnic backgrounds (specifically South Asian, African, African Caribbean and Chinese people) and people with life-limiting health conditions who are least engaged in the arts.

Yorkshire Dance is an outward facing organisation with a rich network of cross sector local, regional and inter/national partners. The quality of our work is recognised externally through high profile commissions, for example with Hull 2017, Great Exhibition of the North 2018; partnerships with arts and heritage partners Wentworth Woodhouse, South East Dance (Little Big Dance) and Tin Arts (Talent Hub). Support from major funders e.g., Jerwood Arts; Paul Hamlyn Foundation; Esmée Fairbairn Foundation, Foyle Foundation, Sport England and National Lottery Ageing Better, enables us to diversify income streams.

*"Yorkshire Dance is an organisation whose integrity, work ethic and vision is interwoven into everything they do. YD has a particular strength in engaging with the communities it serves with authenticity and consistency. Over the past two years, this strength has helped them to thoughtfully and meaningfully transform the Dance On project and ensure it continually served participants who were affected differently at each stage of the pandemic".* Erin Sanchez, One Dance UK



*“Yorkshire Dance staff have worked closely with the team at Leeds Older People Forum to develop opportunities for learning and continuous development as well as working with community organisations and partners. This genuinely collaborative approach has enabled the projects to outreach targets and outcomes and to provide a lasting legacy.”*

Hilary Wadsworth, Leeds Older People Forum (Ageing Better programme)

We have dedicated staff with expertise in supporting independent artists to develop new creative ideas so that they best engage an audience. We’ve developed expertise in tailoring support for dance artists at different stages of their careers, for example through the hugely successful Accelerate programme supporting early career artists and the Jerwood Arts programme focussing on mid-career artists.

*“Having conversations with Tanya throughout the process was invaluable. She helped me with my Arts Council England bids and enabled me to really interrogate what I was doing and why. It helped me to situate my work and to understand my place in the dance world better.”* Accelerate artist

We’ve built strong connectivity for our biannual Encounters festivals (including [Ageless](#)) which bring people together with some of the most ground-breaking contemporary artists around critical themes such as age, gender, climate crisis and their intersectionality. We regularly present (inter) national cutting-edge work in our building and with venue partners.

We reach live audiences (including people who take part in dance) of 5000 per year. Our reach on social media is around 20,000 (likes, follows, subscriptions) and we count between 45,000 and 50,000 unique web-users per year, with 46,000 views of films/events and performances.

We’ve built strong international partnerships, supported through Creative Europe funding, recognised in 2022 with a British Council grant which will see us host 3 international artist-community residencies in Leeds.

Links to our Annual review <https://yorkshiredance.com/about/>

Links to some of our projects and films:

- To The Beat of a Different Drum with intergenerational cast <https://www.youtube.com/watch?v=FGPxFY90RG0&t=42s>
- The Dance On with older people <https://www.youtube.com/watch?v=hsCZKN4WVQY&t=116s>
- Helm production by dancers with learning disability and autism (The Talent Hub) <https://www.youtube.com/watch?v=o24R-tDGGUE&t=9s>
- Beige Flash-mob at White Rose <https://www.youtube.com/watch?v=DN5i2M7bIzk&t=5s>
- Dancing the Small Moments: Working in dementia care homes <https://www.youtube.com/watch?v=tuhbygNe92w&t=18s>
- Encounters Festival [https://www.youtube.com/watch?v=j-TCi3\\_Mvmc&t=36s](https://www.youtube.com/watch?v=j-TCi3_Mvmc&t=36s)

While the role is voluntary, Yorkshire Dance covers any costs related to travel, care responsibilities, training and any other expenses that trustees may incur to attend the board meetings



*Images: Right: Mesh by Vanessa Grasse ©VanessaGrasse, 2018; Beige, flash mob in Whiterose Shopping Centre ©David Lindsay, 2019; Company of People, Roscoe Church Chapeltown Leeds, with Feel Good Factor, 2021.*





