



Board Recruitment Pack



Photo: Paul Bayes Kitcher

It's really amazing when you see people who can feel broken, go through a movement process and start to light up...then the ripple effect starts to transform into other areas of their life."

Artistic Director, Paul Bayes Kitcher

If you would like a large print version of this information email amy@fallenangelsdt.org

Thank you for expressing an interest in joining the board of Fallen Angels Dance Theatre (FADT). Board membership is on a voluntary basis, and we value the expertise, experience and commitment all our trustees bring to support the company.

We strive to be representative of the communities we serve, and we are committed to being an inclusive and diverse organisation.

We are currently recruiting individuals living in the North West of England, who have a passion for the arts and the social change they can bring about.

The skills we are looking for at this time:

We particularly welcome applicants with knowledge and expertise in the following areas:

- Professionals who identify as having lived experience of addiction and recovery.
- Human resource professionals with experience of working with charitable organisations.

Please read the rest of the pack before considering applying.

Fallen Angels Dance Theatre - our story

Fallen Angels Dance Theatre was founded in 2011 by Paul Bayes Kitcher and Claire Morris.

Paul is a former Ballet Dancer with Birmingham Royal Ballet and is in recovery. In 2009 he started to explore his own artistic practice by delivering participatory arts for people in recovery, helping them to explore their own stories through art, writing, contemporary dance and movement.

Founding Fallen Angels consolidated and expanded on that work through workshops, participatory project groups and professional performances in the North West of England and beyond.

Paul's story, and through it that of Fallen Angels Dance Theatre, became the subject of a BBC3 programme titled Amazing Humans. In it, Paul explains: "It's really amazing when you see people who are broken light up on stage. And then once they light up on stage the ripple effect starts to transform into other areas of their life."

Current work

Transfiguration is a trio of 10-minute dance films, focusing on a series of defining moments in the journey from addiction to recovery.

I Fall, I Need and We Rise explore key moments in the life of a person who experiences addiction, exploring craving, relapse, recovery, using dance theatre, text and digital technology.

But through the despair, we see that recovery can be possible.

<https://fallenangelsdt.org/transfiguration/>

Information on the company

Our mission

FADT's vision is to provide high-quality dance theatre experiences for people in recovery from addiction where they are accepted, valued, and realise their potential. This includes:

Participation:

Workshops, projects and training,
Our work helps people to increase their confidence and self-esteem and is a platform for achievement. Participants develop social networks in safe and caring environment.

Performance:

Live, on screen and public speaking
Real-life journeys for and about people in recovery help us to raise awareness and breakdown barriers and stigma.

Legal status

The trade name for Fallen Angels Dance Theatre is Fallen Angels Dance Theatre North West which is a company governed by a Memorandum and Articles of Association. We are a registered charity limited by guarantee.

FADT is currently applying to become an Arts Council England's National Portfolio organisation for the period 2023-2026. The outcome will be known in October 2022. As a not-for-profit organisation, any surplus funds from our work are used to further our mission.

Current staff

FADT's programmes and operations are managed by a small, busy team of full and part-time staff.

Directors

Paul Bayes Kitcher & Claire Morris

Staff team

Amy Fox – Administrator
Jude Miller – Engagement Worker
Maddie Smith – Participation Coordinator

The Board

Sue Davies – Chair
Dawn Greaves – Company Secretary
Ronno Griffiths
Clare Owens
Alastair Roy
Richard Wilkinson – Treasurer

The Chair leads the board in the governance and is a public-facing advocate for the organisation. Biographies for board members can be found on the FADT website: www.fallenangelsdt.org

The role of board members

The board is required to adhere to the charity commission governance code.

Remuneration

This is a voluntary role and no financial remuneration is offered to any board member, apart from expenses.

Time commitment

- A minimum of four board meetings per year, usually lasting approximately two hours.
- An Annual General Meeting which is usually attached to one of the four board meetings.
- Annual away day and subcommittee meetings, as required
- Attendance at, at least two FADT events per year
- Overall time commitment is estimated at one to two days /7-15 hours per quarter

Length of service

A four-year term with the potential to be reappointed for an additional four-year term (trustees can leave at any time).

Meetings

Whilst it is preferable to meet in person it may not be always possible. Zoom or Microsoft Teams meetings are available, if preferred.

We are committed to working inclusively and support peoples access needs to engage fully. To this end we use accessible meeting spaces and cover access support costs. We can reimburse travel and subsistence costs to members attending board meetings if required.

Responsibilities of board members

- To ensure the organisation carries out its duty in relation to public benefit.
- Understand and comply with FADT's governing document and legal duties and be committed to good governance.
- Approve artistic and creative plans, ensuring they are realistic and achievable.
- Manage and help set the company's business plans and strategy and monitor outcomes.
- Support, advise and constructively challenge the Senior Management Team.

- Review and sign-off all company policies.
- Monitor and oversee budgets, management accounts and financial statements to ensure the financial viability of the company.
- Actively support the company in achieving its fundraising targets.
- Agree job descriptions for Senior Management Team and regularly review levels of pay.
- Act at all times in the company's best interests.

Attributes of prospective Board members

- Knowledge and experience in their area of specialism
- Enthusiastic about the work of FADT and commitment to the company's values and approach
- Ability to operate and behave within integrity and respect confidentiality when required.
- Able to commit the time required to support FADT.
- Able to think strategically and contribute to the overall business planning and direction of the organisation.

For more detailed information please go to

<https://www.gov.uk/government/collections/5-minute-guides-for-charity-trustees>

FADT are seeking up to 3 trustees. Applications sought from professionals in the following sectors:

- Addiction / health sector
- Human resource professionals with experience of working with charitable organisations.
- Digital, Marketing and audience development

We are particularly keen to hear from:

- Individuals who identify as having lived experience of addiction and recovery.

At FADT we are committed to equity, diversity and inclusion, as such we seek to develop a diverse board.

Application process

You are invited to apply by sending:

- CV
- Application form including outlining what you feel you can contribute, areas of specialism and other information including other board or advisory roles that would be relevant. Please include any details of any business or other

interests which might give rise to conflicts of interest and how you would address this if your application was successful.

- Equal Opportunities Form - This information will be kept strictly confidential and not seen by the individuals making the appointment.

Your application can be written, or word processed, sent via email or posted to: Claire Morris - Fallen Angels Dance Theatre, 39 Toll Bar Road, Chester, CH3 5QU, with subject: Board Member Application if emailed.

Deadlines: Please follow the link: <https://fallenangelsdt.org/vacancies/> for application, interview and start dates.

Following interviews

If successful we will ask for a referee and ask you to observe a board meeting, prior to your decision to join the board. When appointed you will be asked to sign a trustee registration form, a declaration of interest form and a short biography for the website.

Your data and GDPR

In line with FADT's General Data Protection Regulation (GDPR) policy and procedures the information that you provide as part of your application will be used in the selection process only. All information about you will be securely held and access restricted to colleagues directly involved in dealing with the selection process. Unless you are appointed your data will be kept for 12 months and then destroyed. By signing and submitting your application and the selection monitoring questionnaire, you are giving your consent to your personal data being stored and processed for the purposes of the Trustee selection process.

Contact

claire@fallenangelsdt.org

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Fallen Angels Dance Theatre North West: Company Limited by Guarantee no: 08909000,

Registered Charity: 1158251. Registered address: 39 Toll Bar Road, Chester, CH3 5QU