



**FUN NIGHTS OUT TO MAKE
THE WORLD LESS SH*T**

**Trustees Recruitment Pack
Easy Read Version
September 2022**

ABOUT US

Silent Uproar is an award-winning theatre company and charity from Hull & East Riding, creating provocative & fun nights out for young people aged 14-30.

Silent Uproar is looking for 4 incredible individuals to join us as Trustees of the Board. We want to welcome people from all kinds of backgrounds, with a range of skills, who want to be part of realising our vision and mission:

Our vision is a world where young people are empowered by bold, raucous, and progressive theatre to create social change.

Our mission is to champion progressive Northern talent to work with young people (14-30) to create exciting and relevant nights out, inspiring a younger crowd to value and go to the theatre.

WE ARE SUPPORTED BY



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Hull
City Council



Garfield Weston
FOUNDATION



EAST RIDING
OF YORKSHIRE COUNCIL



THE COMPANY

Silent Uproar was set up in 2013, with the simple principal to create relevant, fun and exciting shows for a younger audience.

Since then, Silent Uproar has steadily grown into one of the Hull's largest project funded arts charities, with a growing national reputation for supporting the boldest writers from across the North of England to create great nights out for a younger audience.

The company is currently project funded, supported by Hull City Council, East Riding Council, Garfield Weston Foundation and Arts Council England, and over the years other funders have included NHS, British Council and Creative Scotland. The turnover for 2020-21 was £172,000.

Silent Uproar is currently undergoing a programme of organisational development, funded by Arts Council England, enabling us to scale up our ambitions.

We have also recently applied to become a regularly funded organisation through Arts Council England's National Portfolio scheme; if successful, we will be awarded three years of unrestricted funding starting in 2023. The decision for this change will be announced in October 2022.

BEING A TRUSTEE OF SILENT UPROAR

Being a trustee on our board offers the opportunity to govern an ambitious and fun theatre company at a hugely exciting time.

You will lead high-level decision making, attend quarterly board meetings, an AGM and take part in our board development programme of away days and training opportunities.

You don't have to have been on a board before, though we are looking for people with these skills, knowledge, and experience:

- Financial management/accountancy with experience of charitable finance
- Fundraising from a range of sources: individual giving through to sponsorship
- Mid-scale theatre producing or programming
- Legal affairs/ charity law
- Human resources
- Diversity and inclusion
- Growing/scaling up a small independent company
- Marketing, PR and communications (TBC)

Silent Uproar welcomes and encourages applications from everyone regardless of their age, gender, sex, ethnicity, race, religion or belief, sexual orientation, disability or nationality. We are especially keen to hear from people from backgrounds or characteristics underrepresented in the arts and on theatre company boards.

We encourage those who are uncertain if they are suitable to talk to us regardless. We recognise potential and take pride in giving people a platform to make a step-change in their career and personal development.

If you would like to have an informal conversation about the role please get in touch with Chair of the Board, Helen Goodman at chair@silentuproarproductions.co.uk

PERSON SPECIFICATION

ESSENTIAL

Essential experience, skills and qualities:

- Affinity for Silent Uproar's vision, mission, values, and work
- Passionate about championing high quality theatre for young people
- Strategic mindset and collaborative approach
- Willingness to devote the necessary time and effort to the charity
- Strong communication and ability to engage and influence key stakeholders
- A positive and self-motivated attitude
- Empathy, open-mindedness and tact
- Dedication to diversity and inclusion

DESIRED

Desirable qualities:

- Experience working as part of an Arts Council England National Portfolio Organisation, or understanding of this context and its requirements
- An interest in the development of young people
- An interest in popular culture and/or alternative culture
- Productive and wide-ranging contacts in the arts & cultural industries
- Experience of being on a charity board
- A good knowledge of Hull, Yorkshire, and the wider region

TRUSTEE ROLE DESCRIPTION

The role of the trustee board is to provide governance and strategic direction of the charity. The board ensures that the organisation complies with its governing documents, company law, and any other relevant legislation or regulations, and that it pursues its objects as defined in its governing document.

The role of a trustee is to:

- Agree the strategy, aims, and policies for the charity
- Ensure due diligence in all regulatory matters
- Have oversight for all legal and financial matters
- Appoint, and set salaries for the executive team
- Provide oversight and support to the senior team
- Contribute to and maintain vision, mission, and values
- Ensure a robust approach to risk management
- Ensure accountability
- Sit on recruitment panels as required
- Act as final stage adjudicator for disciplinary and grievance procedures if required
- Be a member of other committees or working groups when appropriate, attending meetings etc
- Act in the best interests of the charity

In addition to the statutory duties, each trustee is required to use their specific skills, knowledge, and experience for the Board to reach sound decisions.

REMUNERATION & TIME RESPONSIBILITY

This is an unpaid post. Reasonable out-of-pocket expenses will be reimbursed.

Trustees should be able to plan on attending 4-6 meetings a year, held in Hull, or online on zoom. Meetings normally happen from 6-8pm, though this will be reviewed once new trustees are in place.

The initial term will be for three years, in accordance with the Memorandum and Articles of Association. After three years' service, trustees will be required to stand for re-election or retire from office at the AGM in every subsequent year.

In addition to Board meetings, it is envisaged that trustees will hold meetings with the Executive Team where necessary, attend shows and other occasions held by Silent Uproar, and represent the company at events as required.

Time commitments will therefore vary, and a flexible approach is essential. However, we also recognise that trustees have commitments of their own so we will provide ample notice of attendance requirements and be responsive to individual needs wherever possible.

HOW TO APPLY

Please complete the equal opportunities form on our website [here](#), and submit by email:

- a covering letter (1-page max) explaining why you would like to become a trustee of Silent Uproar
- an up-to-date CV (2-page max), or LinkedIn profile link

Please send these to chair@silentuproarproductions.co.uk with 'Trustee Recruitment' in the subject line.

Deadline: Friday 21st October 2pm.

We are happy to accept a video or voice note (no longer than five minutes) in place of a covering letter, if preferred. Please email us for a mobile number if required.

If you would like to have an informal conversation about the role in advance of applying please feel free to get in touch with Chair of the Board, Helen Goodman at chair@silentuproarproductions.co.uk. Helen will be available for informal conversations throughout October, to be arranged.

Positive Action: We actively champion progressive, accessible and inclusive practices, and positively encourage people who are underrepresented in the arts to apply. If you feel that this applies to you, please include the following sentence at the end of your application letter: "I would like my application to be considered under Silent Uproar's Positive Action Plan".

TIMELINE

Please take note of the dates below and ensure you can attend at least one of the interview dates, and the board meeting shadowing date before applying.

Informal conversations to be arranged with the Chair throughout October

Formal applications deadline	Friday 21st October 2pm
Interviews	27th - 31st October (to be confirmed closer to the time) in Hull or online
Board meeting shadowing	6.30-8.30pm, 15th November
Decisions made	by the end of November

Thank you for taking the time to read this recruitment pack and for taking an interest in working with us.

SILENT UPROAR - MORE ABOUT WHAT WE DO

Silent Uproar is based in Hull and is committed to making theatre in the North of England. We strive to make theatre that is affordable, accessible, and exciting; doing so will ensure theatre will be relevant to as many young people as possible.

We started as a hotbed for new writing talent, supporting early career Northern writers to get their shows made and out on the road. Many of the writers of our Writer Support Programme have gone on to have long lasting careers and have worked at places such as Channel 4, Netflix, Sky, BBC, the National Theatre and the West End. We continue to put new writing at the heart of what we do.

“Silent Uproar has turned me from a bartender who writes plays into a professional Playwright who knows how to pour a pint.”

Josh Overton, writer

We have several new scripts in development towards production over the next 3 years, and we couldn't do this without the incredible support from a host of partners.

To ensure our work continues to remain relevant and exciting to a younger audience, we work with a group of young people (16-25) – the Silent Uproar Collective – to ensure our productions reflect the audiences we want to reach whilst helping them become future arts audiences, creatives, and leaders. We run this project in partnership with The Warren Youth Organisation, situated in the centre of Hull, where we are based.

We also tour our shows into schools and community settings.

“I'm so UTTERLY moved & inspired to have watched Silent Uproar here tonight. To have their play on at my college is priceless”

Joe, aged 16

Alongside community partners we also have a host of other industry partners. In 2020 we created a Northern Partner Network of theatre venues and companies who collaborate with us on writer development, co-producing & presenting our shows; they include Hull Truck Theatre, Stephen Joseph Theatre, Red Ladder, Sheffield Theatres and Liverpool Everyman.

“There are often bonds built between regional theatres and London but less so between each other, so it is great to see Silent Uproar connect different regions. More importantly for the writers to create work for the audiences on their doorsteps”

Sheffield Theatres

Silent Uproar is also an Associate Company of The Civic Theatre in Barnsley, with whom we collaborate with on artist & audience development and present new shows.

We also work with Middle Child theatre company in Hull who co-produce our regular scratch night, and Back to Ours, a local community organisation who work with us on evaluation and outreach strategies.

We want to grow our board to reflect more of the communities of Hull, engaging people from different sectors, coming together to support the cultural offer of the city.

“Silent Uproar’s work is invaluable to the north of England. Having worked with them both as a performer and script-reader for their new writing programme, I have seen their dedication to developing work that is fresh, bold, and important first hand.”

Riana Duce, Performer & Script-Reader

Future artistic plans include: taking our sell-out show A Super Happy Story (About Feeling Super Sad) by Jon Brittain to New York in 2023, co-produced with international commercial producing partner Seabright Productions; launching a new show about climate change in Scotland; producing and nationally touring a Riot Grrrl Punk show made by Maureen Lennon working with acclaimed punk band Dream Nails; and taking a seasonal cabaret on tour around community centres in Hull and Barnsley over the festive season.



www.silentuproarproductions.co.uk
[@SilentUproarPro](https://www.instagram.com/SilentUproarPro)