



COMPANY OF OTHERS

BOARD OF TRUSTEES

RECRUITMENT PACK NOV 2023

CONTENTS & PROCESS

Thank you for your interest in the role of Trustee with Company of Others.

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Thank you

Application Requirements:

A covering letter no more than 2 sides of A4 or an audio recording no more than 5 minutes long, detailing your interest in the role, and how your experience and skills will meet the requirements of the post

A CV including 2 referees

Confirmation of a completed [equal opportunities monitoring form](#)

Please submit your application by email to Katie Bates at katie@companyofothers.org.uk with Trustee Application in the subject line, no later than **8th January, 2024**.



If you would like an informal conversation with the Chair of the board and/or Artistic Director & CEO, have any questions about the application process or access requirements please contact Katie Bates at katie@companyofothers.org.uk or call her on 07841020338.

Company of Others is a diverse led organisation, and it is important that the people who work at all levels of Company of Others are representative of our community in Walker, and the wider North East.

We welcome applications from people of all backgrounds and lived experiences, however we are particularly interested in applications from people who identify as d/Deaf, Disabled, Black, Brown, Asian, POC, Woman, and/or Working Class. 'The Foundations' is our Diversity & Equity Policy and can be found here:

<https://www.companyofothers.org.uk/the-foundations/>

'When I dance, I feel free'

Walker Youth Dance Project member, Patience



A NOTE FROM OUR CHAIR, HILARY KNIGHT

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Thank you for considering joining Company of Others' board of trustees. This is an exciting time to join, as we are in the early days of being a new Arts Council England National Portfolio Organisation, and are growing our team, developing our programme and continuing to deliver to our audiences and communities in Walker, Newcastle and the North East.

Just as Company of Others lives its values for equity, integrity and artistry, so do the trustees. As a board we aim to be as accessible as possible, welcoming diverse perspectives, experiences and opinions. We take our legal responsibilities as trustees very seriously and work together to support the company, and we do it with a positive, warm and friendly outlook. Between us, we have a range of skills and knowledge that help Company of Others achieve its aims and we share them generously, knowing that none of us could do this alone but together we have the capability and capacity to support the company as it continues to grow and thrive. Strategically, we are increasing the number of trustees at Company of Others, to increase the range of perspectives and experiences that lead the organisation, as well as create a more balanced workload for Trustees, in order to make being a Trustee more accessible to more people. We welcome applications from people who haven't been a trustee before, and offer support and development opportunities for first time Trustees.

We hope you'll enjoy reading the recruitment pack and learning more about our work, and feel like this is a journey you would like to contribute to.

Kind wishes,
Hilary Knight
Chair of Trustees

ABOUT COMPANY OF OTHERS

Company of Others is a dance theatre company based in the North East of England, led by Artistic Director and Choreographer Nadia Iftkhar.

Company of Others was founded in 2014 and incorporated in 2016, supported by from Arts Council England's Elevate Fund.

In July, 2021 we began creating a home for Movement + Community in Walker, and in April 2023, we joined Arts Council's National Portfolio of Organisations. Our core values are Artistry, Equity and Integrity.

At the centre of our work is our co-creation method which ensures we truly collaborate with the communities we work with to create bold dance theatre experiences that instigate change.

Our varied programme of work falls into 3 key areas:

RESIST: Walker Youth Dance Project, Moving Together, Rooted Residencies and Bursaries, and PowerFULL

CONNECT: Walker Youth Dance Festival, Community Programming @ The Bricks and development of a Youth Programming Board for arts and culture in Walker

CO-CREATE: Our body of touring productions, most recently Grief Floats, a performance made for the ocean, providing a moment of communal reflection on all we have lost, and are yet to lose.

You can find information on each of these strands on our website, under projects & productions.

"Monday afternoons are a bright spot in the grey of lockdown. Nadia provides a supportive atmosphere where we are able to develop creative dance to suit our ability. I couldn't have managed without them."

Company of Others Ensemble Dancer, Patricia

"Grief Floats by Company of Others was a precious, moving performance. The tide literally pulled us towards each body's stories. Site specific performance at its most exquisite"

Audience Member, Grief Floats 2023.

ABOUT COMPANY OF OTHERS CONT.

During the pandemic, from March 2020-January 2021, we:

- created [Dance in an Envelope](#), a free, non-digital dance activity pack distributed to 4220 3-7 year olds
- ran online weekly dance workshops with [Company of Others Ensemble](#)
- began creating a new piece of outdoor work, [Grief Floats](#), staged in the North Sea in collaboration with 12 freelance artists
- created and curated an online artist's network for 600 artists as well as multiple mentoring opportunities.

In 2021 - 22, we:

- acquired [The Bricks](#), a home for movement + community in the heart of Walker
- successfully applied to join Arts Council England's National Portfolio of Organisations
- created [Walker Youth Dance Festival](#)
- hosted 4 artistic residencies at The Bricks for local artists
- expanded [Walker Youth Dance Project](#) to include 4-7 yr olds

In 2022-23, we:

- Delivered over 100 workshops to young people aged 4-17 through the Walker Youth Dance Project
- Hosted the first Walker Youth Dance Festival
- Made The Bricks available for seasonal gatherings, community celebrations, and artist residencies
- Embedded the in-person Company of Others Ensemble workshops, delivering over 40 workshops and reaching 100+ people
- Started the [Moving Together Project](#), a movement project for women who are Refugee and Asylum Experienced, and/or of the global majority



ABOUT THE ROLE



Company of Others are looking for active Trustees to help us be a more robust and well-resourced organisation as we begin as we deliver our NPO programme of work, and continue to develop The Bricks, Movement + Community as a safe and welcoming space for our community.

Having conducted a skills audit of our current Board of Trustees we are specifically looking for Trustees with skills and experience in the following areas:

- HR - Charity Governance - Fundraising - Business Development
- Marketing - Health and Wellbeing - Community Organising - Poverty Proofing - Social Justice

If you have skills and experience outside of these areas but would love to join us, we will want to hear from you and would encourage you to apply.

Purpose of the Board of Trustees:

- To ensure the effective, efficient administration and financial stability of Company of Others
- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Provide governance and aspiration for Company of Others, supporting the development and delivery of its strategic objectives
- Act as an ambassador and advocate for Company of Others wherever possible
- Ensure that the Board has put in place satisfactory systems of control in respect of legal, operational and financial risk management
- Be available at times outside of board meetings for sub committees as required and attend all Company of Others' performances
- Support and guide the Artistic Director and staff in achieving the company's vision and aims outside of board meetings.
- Become Members of Company of Others

ABOUT YOU

You'll be passionate about art and its capacity to impact social change. You'll care about communities and creating better connections between us and better environments to live in through culture and art.

You'll be representative of the people we work with and may have also experienced being 'othered'.

You'll enjoy big conversations and know that through discussion and working together ideas and solutions are formed that would never have existed otherwise. Perhaps you've never been, or considered being a trustee before, but you want to support our organisation and ambitions. Each of our current board members have very specific areas of expertise that benefit the organisation in different ways, we don't expect any individual to be able to steer the ship alone and we can provide training and support along the way.

You'll:

- have commitment to the organisation and its core values of Artistry, Equity and Integrity
- have willingness and enthusiasm to devote the necessary time and effort - commitment of 10 days per year
- have good, independent judgement
- be able to see the bigger picture and think strategically
- be open and honest and have high levels of integrity and trustworthiness
- be willing to speak your mind and encourage debate
- have an understanding and acceptance of the legal duties, responsibilities and liabilities of board membership
- be able to work effectively as a member of the team
- have tact and diplomacy
- have good communication and interpersonal skills
- be able to consider proposals and examine their consequences and impact
- be willing to be available to staff for advice and enquiries



WHAT DOES BEING A TRUSTEE INVOLVE?

Quarterly Meetings:

The board of trustees meets every 3 months (quarterly meetings). In those meetings the board receives reports from the staff on activity and finances in the past 3 months. It is the board's job to provide feedback, challenge, and knowledge on those reports. They then discuss topics that are on the agenda for that meeting which relate to the future growth, activity and strategy of the organisation. The board are legally responsible for the overall management of Company of Others, and these meetings are a way of checking that its staff are working towards the organisations aims and upholding its values to the best of their ability.

It is also a way for the board to provide expert knowledge and insight to the staff, to support them on that journey. Company of Others provides a light dinner of sandwiches, fruit, water, tea and coffee for all in person meetings and the meetings usually last 2 hours. Our quarterly trustee meetings usually take place in the early evenings in Newcastle. We aim to stay flexible in whether Trustees attend meetings virtually or in person, although annual general meetings and at least 1 other meeting should be attended in person. Often, as a result of these meetings Trustees will be given specific actions to complete which are monitored in our Trustee action log.

Committee and Panel Work:

In addition to quarterly meetings, trustees are also on at least 1 committee each, committee members meet in between Board Meetings as and when needed to address particular areas of work. These committees are created as and when needed and then disband when they no longer have a purpose. When recruiting staff or trustees, we ask that at least 1 current trustee is on the recruitment panel alongside staff and other people we have identified.

Performances and Events:

All trustees are expected to attend at least 2 Company of Others events or performances per year. It is important to Company of Others that our trustees are connected to our wider community and experience our work.

In addition, trustees are expected to be available where possible via email or telephone to the Chair of the board, other trustees and staff when needed.

A note from current trustee Elif Emma True

"What makes me proud to be a trustee of Company of Others is our unwavering commitment to the community that we serve. The last few years have been a step change for Company of Others, from the way we adapted drastically during the pandemic, to becoming a national portfolio organisation this year. I'm incredibly proud of the impact Company of Others has had in the North East and beyond, platforming and uplifting voices that require urgent attention.

Since I was 15, I have campaigned about child poverty in the North East, an issue which majorly impacted the lived experiences of people in the North East through the severe impacts of austerity. I went on to work with charities and organisations, lobbying the government on this and other intersectional issues related to the experiences of young people in the North East, such as racial and religious discrimination. I joined Company of Others in 2017 when I was 18. I felt my personal values and the work I had undertaken aligned with Company of Others because of their values and ethos. Access to the arts was a key theme in my work about improving access to cultural capital in the North East. I deeply admired Company of Others' practice of actively including communities pushed to the margins in their artistry.

I take pride in knowing I contribute to change by being a trustee. I was able to meet Ensemble, a group that connects older generations to dance and watch performances by Walker Youth Dance Project, a group of young people learning to take up space through movement.



A note from current trustee Elif Emma True cont.

I have witnessed the positive impact Company of Others has in the community, especially during the darkest times of the pandemic. What I love most about being a trustee is knowing that our decisions as a board inspire a community that loves and cherishes our work.

As a young trustee, I have experienced a steep learning curve to being an effective board member. I have tackled understanding jargon, financial board papers and governance structures. Learning these new skills as a trustee has not only benefited the board but equipped me to develop as a young professional. Nationally, less than 3% of charity trustees are under 30. Young people serving on trustee boards should be commonplace, not a rarity, and Company of Others have championed this principle. Being a trustee with Company of Others is a privilege, to serve my community actively, with a collaborative and thoughtful board of trustees.



Thank you for your interest in working with Company of Others.

If you think this role was made for you, but perhaps you don't feel you have all of the skills or experience necessary we urge you to apply and let us know in your covering letter how we could support your learning and development in the role.

Nobody at Company of Others is fully formed, we are always learning and have a culture of investing in the people we work with.

Travel expenses will be reimbursed for travel to and from meetings, events or performances.

We look forward to hearing from you.

Follow our work on social media:

Facebook: [companyofothersdance](#)

Twitter: [@company_others](#)

Instagram: [@company_of_others](#)

Watch our work:

Vimeo: [companyofothers](#)

Images: PG 1&6: Victoria Wai, PG 2,3&10: Luke Waddington, PG 8: Pippa Howie, PG 11&12: Laurelle Kamara

