



HUS Dance



Board of Trustees
Recruitment Pack



What our Trustees Say About Us

"Ludus is an inspirational organisation, supporting young people to develop skills, confidence and increased well-being through dance. I am in awe of the amount Ludus achieves each year, with such a small and dedicated team of people. I was asked to join the Ludus board in the Summer of 2013, as I had experience in charity finance and accounting. Over the years, I have also been involved in strategic planning and recruitment, which in turn has assisted my career in other charities and cultural sector organisations."

Serena Mansfield, Chair of Trustees

"I joined the board of Ludus when it moved from being a workers' cooperative to a charity limited by guarantee. It was at that time in a very vulnerable position, having lost the ACE grant for its touring work. I am proud of having been able to help Ludus survive and continue to be at the heart of Lancaster and Lancashire's artistic community. There remain challenges to adapt to the post-pandemic artistic landscape, but the current team has a clear vision to continue and grow its offering across the city, the county and beyond. This is a great opportunity to help deliver that vision."

John Wareing, Previous Chair

What Young People Say About Us



"I'm incredibly amazed by the inclusivity from [@ludusdance](#). Having the option and support in wearing my ear defenders meant I could participate safely and have an amazing two days of performance (at Light Up Lancaster). Dancing with PTSD for me means performances like this, outside and bonfire night, are usually off the table."

India, UCLAN 3rd Year Dance Student

"I was kinda in a not great mindset, just because of my mental health, I have anxiety and severe OCD, which is really hard, but dance is my escape of reality, so when I dance I forget about everything and I want to reach my full potential and be out there and really go for it"

Natasha (State of Flux Participant)

Daisy Borderlines Trainee [Link](#)

Ella State of Flux [Link](#)



"I'm so glad for Ludus' powerfully positive leadership. It's honestly a huge, good, pleasurable part of our lives as a family. I never have to worry about my girls having a hobby, role models for body positivity, regular exercise, an outlet for their creativity, connection to their local community.... Ludus does it all!"

Nina Jones (Parent - Studio Training Programme)



Introduction

Founded in 1975, as a workers co-operative by dance artists, performers and political activists, Ludus Dance was the UK's first 'Dance in Education' company. Through its early form the founders devised performances for children and young people to engage with topics that were shaping the world they grew up in. These were experienced in education settings and built upon the methods established by the Theatre in Education (TIE) movement. Ludus Dance enjoyed successes at home and across the world.

Over time we have developed into a unique children and young people's charity that uses dance to empower the next generation to find meaning and purpose in the world.

To achieve this we offer an annual series of developmental dance programmes. These support marginalised individuals, their families and support systems alongside exceptional emerging dance artists. Our fundamental passion is to ensure all our young people work together to flourish.

See us in action:

- [Dance Film made with young people living on the Isle of Man \(Aug 2023\)](#)
- [Nature's Sentinels - Dance Film](#)
- [Borderlines & SOF: Ella's experience](#)
- [The Alien Needs Our Help](#)
- [State of Flux Celebration Site](#)





The Trustees are seeking expert support in the form of people with:



A personal interest / academic and/or professional background in the following areas:

- The Arts and Climate Justice
- Socio-political Arts
- Personal and Social Vulnerability, Isolation and Displacement; the role arts can play in improving wellbeing

In addition, the following areas of experience may be of particular benefit:

- Experience within the public sector: Police, NHS, Social Care, Youth Work
- Arts & Culture
- Education
- Charitable Fundraising and Strategic Partnership Development
- Corporate Social & Environmental Responsibility
- Being a parent/carer
- A young person and/or early career artist actively interested in supporting our organisation

Interested candidates are invited to contact the Co-CEOs rachel.deadman@ludusdance.org and rebecca.reoch@ludusdance.org (07930318236) prior to application for an informal, confidential discussion about this opportunity with no obligation.

The Proposition



We are looking for new trustees with the vision and experience to lead and support the Charity to maintain its reputation as a progressive and innovative organisation at the forefront of excellent dance provision for young people in the North West of England.

We are seeking individuals with an interest in youth-led work and are champions of young people. Like Ludus Dance, you will believe in the huge talent, innovation and energy for change these young people have at their fingertips.

The Trustees will be ambitious for Ludus Dance and through working closely with the Co-CEOs will create the conditions for the charity to achieve its goals. They will offer leadership, ensure effective governance and legal and financial compliance.

The Trustees will support the Co-CEO team to make well informed ambitious and strategic decisions.

Externally the Trustees champion and advocate for Ludus Dance, amplifying and articulating the value of our work, helping to build our reputation and supporting fundraising.

The Trustees will undertake a dual role as Trustees of a Registered Charity and Directors of a Company Limited by Guarantee.

It is fundamentally important to everyone at Ludus Dance that all children and young people can recognise themselves in our organisation. We can only achieve this by continuing to grow an organisation that represents and celebrates the wide spectrum of people and cultures that make up contemporary Britain.

To do this we celebrate difference and nurture individual potential throughout our participatory programmes, our audiences and the artists who help create them. We recognise the positive values of diversity, promote equality and challenge all forms of discrimination.

We actively welcome and encourage people of all backgrounds to apply for this role. We particularly welcome applications from disabled people, people of African or Caribbean heritage and people of South, East and South East Asian heritage and people who are ethnically diverse and/or with lived experience of racism, ableism, sexism or genderism, or who have had socio-economic disadvantage.

This recruitment is taking place under the conditions of our Single Equality Action Plan and Policy. Ludus Dance welcomes applications from all sections of society. We are a Disability Confident Committed employer.



Governance

The board meets four times a year via in-person and virtual meetings. We also arrange Away Days for planning and strategy development purposes. The overall annual time commitment for the Trustees is 12 days a year; we also encourage Trustees to attend our events. We use accessible spaces and cover access support costs and reimburse travel costs for board meetings. The term available is three years with the possibility of renewing by agreement.



Finance and Management

Ludus Dance is moving away from reliance on Arts Council England's regular funding to a mixed and balanced funding portfolio building on our established partnership with Lancaster City Council. We have been focussing on seeking new fundraising initiatives and have seen significant investment from new local core funders, plus increased success from Trust and Foundations, as well as a large project grant over three years from Children in Need. Ludus Dance has operated prudently and strategically throughout the pandemic.

Description of the Trusteeship Role

Trustees are responsible for ensuring the Board recognises and acts upon its responsibility for governance and that it:

- Complies with its governing documents, charity law and any other relevant legislation or regulations, upholding the highest standards of integrity and probity
- Pursues its charitable objects as defined in its governing documents
- Prepares necessary annual accounts
- Applies its resources exclusively in pursuance of its charitable objects
- Is effectively and efficiently run, and financially sustainable
- Protects and manages the charity's assets and ensures the proper investment of funds

Trustees will be experienced in a specific field and be familiar with or open to developing skills in reflective practice.

The ideal candidates will have an interest in youth leadership and be open to the power of young people and to championing them – it is not necessary to have prior experience of working with young people. They will have experience in the majority of the essential, knowledge and skills listed on the next page and the time and energy to back up, support and challenge the Co-CEOs and to attend occasional live and virtual events.

The Trustees serve an initial three-year term and are eligible for re-appointment for one additional term.

Availability for initial quarterly board meetings which take place on Wednesdays, 4 - 6pm. During events and projects additional presence will be requested.

How to Apply



To request the application pack in a different format, please contact info@ludusdance.org or **07598 765 915**

Please apply by sending the following:

- An expression of interest of up to two pages or a video (3 -8 mins in length via We Transfer) or audio recording (3 – 8 mins in length MP3/MP4) outlining your interest in this role, your reasons for applying and highlighting your experience and skills in relation to the list below.
- Your CV
- Your availability for a Zoom interview week beginning 19th February 2024
- A completed equal opportunities form

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Deadline for Applications: By 12pm 31st January 2024
Interviews Week Beginning 19th February 2024

TRUSTEES Experience	Essen tial	Desir able
Experienced Professionals: experience of board membership or senior leadership in arts, cultural, health, education or voluntary sector Young People / Young Adults: experience of leadership and/or working in a group to achieve a goal	Y	
Ability to listen and engage effectively in discussions including sensitive or complicated issues	Y	
Ability to demonstrate a strong commitment to the purpose, mission, vision and ethos of Ludus Dance	Y	
Ability to build relationships and comfortable in an ambassadorial role	Y	
Existing networks to people or resources in the NW of England and/or strong networking ability, which can benefit the company	Y	
TRUSTEES Knowledge and Skills		
Knowledge of the arts and cultural sectors and North West England		Y
A deep interest in work with young people	Y	
Knowledge of the youth/or community/or health/ or education sectors and trends and sector developments		Y
Passionate and informed about social justice		Y
Ambitious about achieving equity for young people	Y	
Experience of managing change and financial management, including mixed income models		Y
Broad understanding of the legal requirements of running a charity, public sector, and of charity finance	Y	
Understanding of the current funding environment and the political and cultural climate for the arts, culture and/or charity sectors		Y