

NEW / ADVENTURES

New Adventures is looking for new trustees who share our passion and enthusiasm for dance, developing young talent and community engagement. Our Board of Trustees oversees all aspects of our work, helps ensure we maintain the highest standards in all areas of operation, and champions and advocates for the Company.

CHAIR'S WELCOME

Thank you for your interest in becoming a trustee of the great global success story that is Matthew Bourne's New Adventures.

New Adventures has delighted and inspired audiences around the world for over 30 years, touring to more places and performing to more people than any other British dance company. Sir Matthew Bourne has won numerous awards for his innovation, creativity and artistry, including receiving more Olivier Awards than any other living artist. New Adventures is a charity and became an Arts Council England National Portfolio Organisation in 2015.

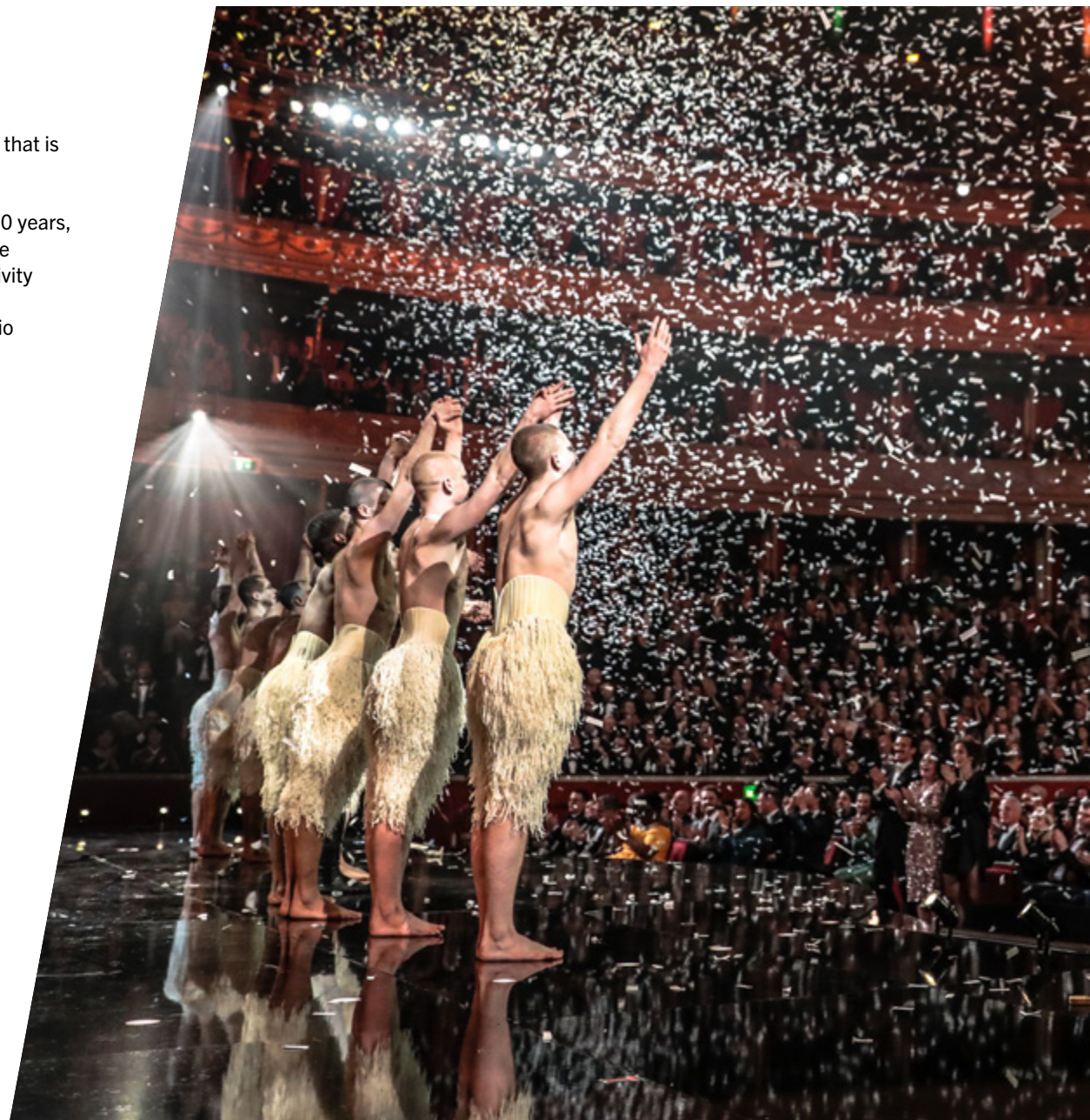
Audiences are our passion, are at the heart of what we do and are the reason we continue to push boundaries. As a major artistic force, we take seriously our responsibilities to contribute to changes around environmental issues, enhancing the excellence and diversity of the arts workforce, and growing the engagement of people of all ages and backgrounds as audiences, participants and artists.

Our Board of Trustees is highly engaged and embraces a good range of expertise. While individual trustees take on various responsibilities, we pride ourselves on acting collectively in the best interests of the Company. We are currently looking to expand our Board of Trustees and are keen to enhance our expertise in the areas of development, digital, sustainability, and advocacy. We are proud of the diversity of knowledge on our Board, and are always keen to hear from new voices, those with legal, fiscal, HR and commercial expertise, and those with experience as dancers, performers, educators and producers.

I feel it is an honour and a privilege to be a trustee of New Adventures and I am massively proud to be its Chair. Supporting, and at times challenging, a brilliant Artistic Director and leadership team, playing a small part in making amazing things happen and sharing the delight and enthusiasm of audiences, workshops and community participants is a hugely enjoyable experience.

I hope you will feel inspired to join us in our amazing adventures!

Brenda Emmanus, OBE
Chair of New Adventures



ABOUT NEW ADVENTURES

Matthew Bourne's New Adventures is an iconic, ground-breaking British dance-theatre company, famous for telling stories with a unique theatrical twist. Since 1987 New Adventures has changed the popularity of dance in Britain, creating works that have altered the public perception of what is possible when it comes to telling stories without words.

New Adventures is a charity, and its principal funder is Arts Council England. As well as producing award-winning work which dazzles audiences across the globe, we are passionate about the development of emerging talent and increasing diversity and representation in dance.

New Adventures works in the following key areas:

- **On Stage** – large scale, innovative and highly popular works that tour nationally and internationally
- **Talent Development** – nurturing the next generation of dancers and choreographers, particularly seeking out those who typically struggle to access pathways into the arts
- **Young People and Communities** – participatory activity for people of all ages including workshops, residencies and large-scale projects in partnership with other organisations
- **REEL Adventures** – ways of delivering our digital programme, working with our broadcast, cinema and digital partners



Our core values are:

- **Audience** – Our audiences are why we do what we do. Entertaining, engaging and inspiring audiences is our passion. We proudly tour to more venues and give more performances each year than any other dance company in the UK. We strive to be widely accessible and welcoming to both our loyal and new audiences
- **Adventure** – Since the beginning we have been bold, maverick and adventurous. 30 years on we continue to push boundaries and defy expectations in dance, storytelling and ambition. We are committed to reaching as many people and places as possible through our productions and projects
- **Family** – We have a shared commitment to supporting, developing and investing in all members of the New Adventures company and everyone involved with our work in whatever capacity – performers, creatives, crew, staff, practitioners, audiences, participants, trustees, students, interns, volunteers and partners. We all matter

New Adventures is a registered charity, a company limited by guarantee and, since 2015, an Arts Council England National Portfolio Organisation. In 2022-23, the proportion of income we earned from show related and touring activity was 79% with 21% coming from Arts Council England and donations from other supporters. Our expenditure was 76% on developing, producing and touring our shows, 19% on workshops and engagement projects and 5% on support costs.

[Read more about the company in our Annual Review for 2021–22](#)

PLANS FOR THE FUTURE

In 2024–25 our plans include:

- Creating and producing world-class productions that tour to all regions of England, the UK and internationally, playing an integral role in bringing joy and wonder to local communities
- Continuing to invest in and support our onstage, off-stage and backstage freelance workforce to sustain careers
- Extending our digital reach through streaming, cinematic and/or television distribution as well as exploring other opportunities for digital exploitation and access
- Further embedding our four working groups Equality, Diversity, Inclusion and Access / Digital / Green Adventures / Dashboard & Data work across the organisation and in the work that we do
- Continuing to develop our bold ambitions to grow our talent development programme to discover and nurture raw and emerging talent, supporting and diversifying the future workforce
- Creating expanded activity around our flagship production, Matthew Bourne's iconic Swan Lake, which celebrates its 30th anniversary in 2025. In addition to our regular Schools Tour, this expanded programme will be specific to Swan Lake and will engage children and young people in dance to improve well-being
- Delivering dance provision and our engagement work with young people and communities in the Southeast, in partnership with Farnham Maltings and other partners. Provision to include Next Adventures (over 55s workshops) and another summer tour of Doorstep Duets (our flagship touring communities' production)
- Committing to providing career developing opportunities to people from all backgrounds and experiences who might otherwise experience access barriers. We will work with key venues, industry colleagues and educational institutions to create placements and opportunities for experience in technical roles; and for our future creative leaders, create a platform for them to exercise and hone their skills as artists, producers and creative storytellers
- Further strengthening our ties to our key partner regions, deepening our engagement and working in partnership on environmental responsibility



THE BOARD

There are currently [seven trustees](#) and 2024 will be a time of development and expansion for the Board.

Brenda Emmanus OBE (Chair)

Emily Bolton

Huw Morris

Jacque Brunjes

Jessica Ward

Juliet Riddell

Peter Williams (Vice Chair)

As a Company Limited by Guarantee and a registered Charity, trustees have duties under both company and charity law. The Board is the governing body of New Adventures and is responsible for the governance and the strategic direction of the company in pursuance of its charitable objectives.

The Charity Commission describes trustees' main legal responsibilities as to:

- Ensure that the charity is carrying out its purposes for the public benefit
- Comply with the charity's governing document and the law
- Act in the charity's best interests
- Manage the charity's resources responsibly
- Act with reasonable care and skill
- Ensure that the charity is accountable

The New Adventures Board of trustees is a friendly, welcoming and collaborative group who act as critical friends to the organisation. They share expertise and engage in creative dialogue whilst fulfilling their critical governance responsibilities. It is hugely important that trustees are familiar with all aspects of our work, both onstage and offstage so trustees are encouraged to attend as many events and projects as possible.

We are currently looking to recruit four new Board members – committed and enthusiastic candidates with an appreciation of our work who share our values and vision. Each board member brings a unique range of skills and experience, and we encourage people from all backgrounds to apply.

We are keen to hear from applicants from a range of backgrounds and experiences. What we are looking for in potential trustees includes:

ATTRIBUTES

- Ability to work effectively and collaborate as a member of a diverse team
- Commitment to the company and a sharing of New Adventures' values
- Creative thinking
- Curiosity and openness
- Demonstrable commitment to equity, diversity, inclusion and access
- Enthusiasm for the work of the company
- Honesty and integrity
- Sound independent judgement and decision-making skills
- Strategic vision
- Strong advocacy skills and a willingness to act as an ambassador for the company
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship

EXPERIENCE (in one or some of the following areas)

- Arts Council England
- Dance Sector
- Development (Fundraising & Income Development)
- Digital
- Education Sector
- Equity, Diversity, Inclusion and Access
- GDPR
- Safeguarding
- Sector Advocacy / Politics
- Strategic or Business Planning
- Sustainability
- Other

ROLE DESCRIPTIONS

All Trustees share responsibility for the decisions and actions of the Board and the company. The Board is a collective body, and its members are legally obliged to act in the best interests of New Adventures Charity.

Additionally, as part of the Board, individual Trustees have the following duties and responsibilities:

- To ensure that New Adventures complies with the Memorandum and Articles and legislative and regulatory requirements
- To ensure that New Adventures pursues its objects and that it applies its resources, and exercises its powers, exclusively in pursuit of those objects
- To exercise a high standard of skill and care, having regard to any specific knowledge and expertise, in managing the affairs of the company
- To focus on the strategic role of the Board and help ensure that the Board fulfils its role of determining the strategic direction and development of New Adventures through good governance and strategic planning
- To bring personal capabilities, expertise and time to help take forward the operation and development of New Adventures activities
- To always act in the best interests of New Adventures and not on behalf of any funding body, constituency or interest group, or for personal interest, and to declare any potential conflicts of interest and take appropriate action
- To undertake any tasks specifically delegated by the Board and to report back to the Board on any such action taken on its behalf
- To be further involved in the governance of New Adventures by participating in Board working parties as appropriate
- To act as an ambassador for New Adventures and safeguard its good name and interests



TERMS & EXPECTATIONS

- Board meetings are normally held four times per year plus an annual away day
- Trustees are expected to actively contribute to the work of the Board and to ensure that an effective contribution is made at Board Meetings. For this reason, Board Directors are expected to prepare (e.g. read papers) and attend all meetings and key dates throughout the year
- Trustees are appointed for an initial term of 3 years and may be reappointed for a further period of 3 years
- Trustee roles are voluntary and are not paid, although reasonable out-of-pocket expenses can be reimbursed
- In addition to their collective responsibilities as a Board of Trustees, individual board members provide occasional specialist expertise to the organisation where relevant and appropriate
- In addition to their collective responsibilities as a Board of Trustees, individual board members are the chair of New Adventures Working Groups or sub committees. We currently have live vacancies for Green Adventures, our sustainability working group, and our Equity Diversity, Inclusion and Access working group
- In addition to their collective responsibilities as a Board of Trustees all trustees are encouraged to attend events, production, projects and other key stakeholder occasions

The working structures and practices of the Board of Trustees are regularly considered to ensure all Trustees feel fully informed and equipped to carry out their governance responsibilities.

New Trustees will be given a full induction over the first 6 months with New Adventures staff and fully supported into the trustee role.

COMMITMENT TO EQUAL OPPORTUNITIES

We welcome applications from anyone regardless of their age, disability, ethnicity, heritage, sexuality, gender and socio-economic background. If you have any access needs or there are any barriers to access, please let us know this in your application or if you would like to discuss any of this prior to applying please email louisemiller@new-adventures.net



APPLICATION PROCESS

Please send a CV and covering letter (no longer than two pages) outlining your experience and interest in joining the Board. Applications should be sent to louisemiller@new-adventures.net with 'Trustee Opportunity' in the subject line. The deadline for applications is **Tuesday 30th April at 6pm**.

Please feel free to submit your application in an alternative format such as a video if you wish.

As part of the application process, you will be asked to complete an Equal Opportunities Monitoring Form. This will be kept separate from your application and will not be seen by the recruitment panel or form any part of the assessment of your application. You will also be asked to confirm that you are eligible to act as a trustee of a charity.

Shortlisted candidates will be invited to interviews over Zoom or in person with members of the Board of Trustees and Executive Team during the month of May.

Want to find out more? To have an informal conversation with one of the current trustees please email louisemiller@new-adventures.net

Thank you for your interest in New Adventures and we look forward to receiving your application.

Useful links:

- [New Adventures website](#)
- [New Adventures showreel](#)
- [Companies House](#)

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Photos by Kaasam Aziz, Christine Goodwin, Rob Harris,
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