

AUTUMN
2025

ht
HARROGATE
THEATRE



HARROGATE THEATRE

BOARD RECRUITMENT PACK



Contents

P3 Introduction from David Bown, CEO

P4 About Harrogate Theatre

P7 About the Board

P9 Role Profile: Trustee

P11 How to apply



INTRODUCTION FROM DAVID BOWN, CEO

Harrogate Theatre is looking for Trustees to join the Board and share their skills and experience to help us develop and build upon our achievements as an ambitious, valued and resilient cultural asset in the Harrogate district.

Harrogate Theatre came out of the pandemic in a strong position having received significant emergency funds from DCMS and cultural recovery. In addition to this, audiences returned in volume and with enthusiasm, resulting in Harrogate Theatre having two of its strongest years since the Charitable Trust was formed back in 1960.

The artistic programme was skilfully compiled and as varied as ever, attracting patrons from all over the region. Harrogate as a tourist town has a wide-reaching attraction that contributes to a buoyant local economy that the theatre plays a large part in.

There is no denying that these are challenging times for everyone working in the arts. However, we are pleased you are interested in becoming part of Harrogate Theatre and hope you agree with us that with these challenges also comes exciting opportunities.

Our new Trustees will be dynamic, resourceful and share our passion for presenting the best artistic work to audiences from across the district, as well as working with communities to make a meaningful and ongoing impact through culture.

There are role profiles for the Trustees later in this pack – if you'd like to explore further before deciding if you'd like to apply, we'd encourage you to get in touch with our Chair, Ann Green for an informal and confidential conversation (see page 11). Thank you for your interest in Harrogate Theatre, and we look forward to hearing from you.

Best wishes,

David Bown
Chief Executive of Harrogate (White Rose) Theatre Trust Ltd.

‘THIS THEATRE IS DOING MORE THAN PUNCHING ABOVE ITS WEIGHT, IT HAS ADOPTED A STRIKING NEW PROFILE.’
—THE STAGE



About Harrogate Theatre

Harrogate Theatre is a home for stories, music, dance and comedy, where everyone is invited. We present a broad programme of live performance to entertain and intrigue audiences; bringing people together to hear diverse stories and share memorable experiences.

At the heart of the organisation is a commitment to nurturing emerging and established talent. We support artist development, offer our resources to local community and amateur theatre groups, and deliver a thriving creative engagement programme.



Harrogate (White Rose) Theatre Trust:

- is at the heart of the district's cultural offer, producing and presenting an assortment of theatre experiences; with a balanced programme to intrigue and entertain audiences which places accessibility, quality and diversity at the centre of the artistic offer.
- welcomes the local community to participate and enjoy the performing arts through an inclusive youth and outreach programme whilst collaborating with local community groups and businesses.
- encourages and supports the development of emerging theatre talent; providing access to resources and cultivating partnerships to discover and share new work.
- provides the preservation and restoration, for the public benefit, of Harrogate Theatre
- acknowledges that the activity within the arts sector contributes to the buoyancy of the local economy and therefore seeks to collaborate with other venues, cultural providers, funders and business partners.
- provides a diverse range of performing arts within Harrogate Theatre and provides access and opportunities for all regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion & belief, sex, sexual orientation and socio-economic status.



2024/25 Achievements:

- **£3.1 million** turnover
- **115,000+** tickets sold through box office
- **74%** average audience attendance
- **149** youth theatre members
- **10** performances took place in step-free venues to improve access
- **Circa £20 million** economic impact to Harrogate district

For over a decade, Harrogate (White Rose) Theatre Trust has had programming responsibilities for the Harrogate Convention Centre and Royal Hall, alongside the Studio and Main Theatre in our Oxford Street building:

- 500 seat Victorian Theatre (Oxford Street)
- 60 seat Studio (Oxford Street)
- 2,000 seat Harrogate Convention Centre
- 1,000 seat Royal Hall

The organisation has come out of the pandemic in the strongest financial position in its history and we are currently in the process of developing our business plan to reimagine the role we can play for artists, audiences and communities in the future. This is also a time of change for Harrogate Theatre, as April 2023 saw us exit the Arts Council England National Portfolio and our facilities are now under the management of the new North Yorkshire Council.

Our strategic priorities will focus on audience engagement, artistic excellence, and environmental and financial sustainability, underpinned by a robust business plan that will ensure our long-term success and financial security.

You can find a link to our 2023/24 annual review below:

[Annual Review 2023/2024](#)



About the Board

The Board of Trustees oversees the company's strategy, finances, operations and governance, working with the Strategic Team which comprises of Chief Executive, David Bown, Director of Finance, Alison Fornsworth and Director of Creative Engagement, Hannah Draper.

We encourage applications from people whose backgrounds are currently underrepresented across the cultural sector and younger professionals seeking their first experience of being a Board member.

The opportunities:

We are looking for people who are passionate about Harrogate Theatre and who can bring knowledge and experience in one or more of these areas:

- Finance
- Marketing/Communications
- Formal schools/FE/HE or working with young people in a participation context

This is not an exhaustive list; if you feel you have other skills & experience to bring to the charity, we'd like to hear from you. You don't need to have an arts background or a university degree to be a Trustee, or to have reached any particular stage in your career.

We want to build a strong Board that brings a full range of skills and experience to our governance, and we recognise that this may take a little time. So if you're interested in becoming a Trustee, but are not available immediately, we'd encourage you to be in touch so that we know about your interest.

Time commitment:

As Board members are recruited for specific skills, they are asked to contribute their expertise to advise and support members of staff on an ongoing basis, working closely with the Chief Executive and other staff as appropriate.

There are four formal meetings of the Board each year, as well as one annual strategy away day and an AGM. Board meetings usually take place on Thursdays, 4:30pm - 6:30pm. Trustees often bring additional value and expertise to the organisation outside the context of the formal meetings. From time to time there will also be key events to attend, such as fundraisers and performances. We anticipate a time commitment equivalent to around 1.5 days a month; we are happy to discuss the details of this with you so that you have a clear understanding of our expectations. There are also finance & capital, and marketing & fundraising committees; membership of one of these is encouraged.

Board meetings usually take place at the theatre. Given that diversity and accessibility are core to our work, we will work with new Trustees to meet any requirements that support access to meetings and other Board duties.

Trustees serve a term of three years from election at the Annual AGM in October, with re-election for a second term of three years.

This is a voluntary, unpaid role; we recognise that this is a big ask, especially for candidates not in employment or freelancers. We will however reimburse any expenses you incur in your duties as a member of the Board, and will be happy to discuss this with you.

What you can expect from us:

The opportunity to help shape the future direction of a vibrant regional theatre committed to delivering a diverse cultural programme of activity, as part of an active, loyal, and engaged group of Trustees.

Being a Trustee is not just about what you can give to a charity, but also what you can gain from the experience. It's an opportunity to gain experience and insight into different sectors and ways of working, to grow personally and professionally, and to be part of a dynamic and committed leadership team. You will also see some great theatre and have the chance to learn about a range of community engagement work.



Role Profile: Trustee

Trustees are responsible for ensuring the charity delivers its mission within the resources it has by guiding and supervising the Executive team.

The attributes we're looking for include:

- An appreciation of theatre and live performance and a belief in the positive role culture can make in people's lives.
- Integrity, impartiality, the ability to think strategically, with good, independent judgement,
- An ability to collaborate and work as part of a team.
- An active commitment to equity, diversity, and inclusion.
- An understanding and acceptance of a Trustee's legal duties and responsibilities.
- A willingness to devote the necessary time and effort required.
- Alignment with Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



As a trustee you will:

- Ensure that Harrogate Theatre has a clear vision, mission and strategic direction.
- Approve and monitor delivery of the Business Plan, including overall objectives and budgets while delegating implementation to the staff, ensuring Harrogate Theatre's overall financial stability and sustainability.
- Ensure that the charity's governance is of the highest possible standard in pursuit of its objectives. This includes compliance with its governing document, charity law, company law and any other relevant legislation or regulations.
- Read the written reports sent out before each board meeting, and come to the meetings prepared to ask questions, discuss, and act as critical friend to the team to ensure that the charity is being run effectively.
- Safeguard the reputation and values of Harrogate Theatre.
- Champion equality and diversity and ensure Harrogate Theatre fosters a positive, inclusive culture.
- Attend company events and performances, and be an active ambassador for the organisation.
- Be ready to contribute to the fundraising targets of Harrogate Theatre annually, which could include: attending fundraising events, introductions to potential individual or corporate supporters, or personal support through membership, donation etc.
- You don't need you to know everything about Harrogate Theatres and being a Trustee upfront; what we do need from you is a commitment to the values and objectives of Harrogate Theatres, and the desire and ability to bring your skills and experience to support these aims.
- We will work with you to make sure that there is a detailed induction, and we will discuss what support you might want in your first months to make sure that you have everything you need to play a fully effective role on the Board.

If you haven't been a Trustee before, you might find it useful to have a look at the [Charity Commission's guidance here](#) on how to be a good Trustee.

How to apply

Application Deadline: 12pm, Monday 29th September 2025

To begin the conversation, we are asking you to send us an expression of interest. This can be a letter of no more than two pages; you are also welcome to send a video or audio of no more than 5 minutes (preferred format MP4).

Please make sure you tell us:

- Why you would like to join the board.
- What you think you would bring to the organisation and how your skills could support the board and team in achieving its vision.

Please also:

- Send a brief CV of no more than two pages.
- A completed Equal Opportunities Monitoring Form (<https://tinyurl.com/5at7767u>). This form will be separated from your application and will not be taken into consideration when assessing potential candidates.

NOTE:

- If you'd like an informal & confidential chat about these roles, please contact our Chair, Ann Green CBE at annmargaretgreen@gmail.com.
- Applications should be emailed to annmargaretgreen@gmail.com to reach us by midday ON 29 SEPTEMBER, marked as confidential and with 'Trustee application' in the subject line. You can also send a postal application to Ann Green, Harrogate Theatre, Oxford St, Harrogate HG1 1QF.
- We want everyone who believes they can contribute to Harrogate Theatre's Board of Trustees to feel welcome to apply. It is our responsibility to make the application process accessible, and to give you the information you need to decide whether you might be suitable. If you require the pack or any further information in a different format, or have questions before you apply, please get in touch with annmargaretgreen@gmail.com

If we can support your application by offering an alternative format, please do let us know. Thank you again for your interest in Harrogate Theatre!



With Thanks:  NORTH
YORKSHIRE
COUNCIL

Harrogate (White Rose) Theatre Trust Ltd., Registered Charity No.225342. Registered Office: Oxford Street, Harrogate, HG1 1QF.