

magpie DANCE 

EMPOWERING PEOPLE WITH
LEARNING DISABILITIES



**Appointment of Chair
of the Board of Trustees
Candidate Pack 2023**

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Thank you for your interest in Magpie Dance. This pack aims to provide all the information you need to consider applying for the role of Chair of the Board of Trustees and make a meaningful impact on the lives of people with learning disabilities.

Founded in 1985, Magpie Dance is a registered charity running workshops, dance classes and performances for children, young people and adults with learning disabilities, in Kent and South East London. Magpie Dance is a small charity with big ambitions; always seeking new opportunities for participants, challenging people's perceptions of what can be achieved, and ways to become more sustainable; our board are at the heart of us achieving this. If you share our vision, we would love to hear from you.

Magpie Dance is at an exciting time in its development. Having celebrated its 35th anniversary in 2020, and securing Arts Council England (ACE) National Portfolio Organisation (NPO) status, we are looking to launch into the future. With an established co-director structure (Artistic and Executive), Magpie is looking to push its boundaries and widen its impact. Their vision propels Magpie Dance into the arts sector as a renowned dance company; working and collaborating with highly renowned companies such as The Royal Opera House; the annual programme includes 17 weekly sessions during 3 terms, as well as special performance projects, which engage participants to develop dance technique and artistry via a series of artistic themes. We remain steadfastly committed to providing opportunities for participants through professional progression pathways, at the same time gaining significant life, social and communication skills by attending our classes, with measurable health and well-being benefits.

Magpie Dance is in a strong position with a high level of delivery, strong artistic partnerships and a robust executive and governance structure. The new Chair will build on those foundations to lead the board and Magpie Dance into its ambitious and bright future.

This is an exciting opportunity for a motivated and dynamic individual looking to make a difference in the lives of people with learning disabilities and champion inclusion and diversity in the arts. You will be leading a team of committed and inspiring individuals, work with fantastic people and contribute to making people's lives better and their talents thrive.

As outgoing Chair, I am happy to discuss this role informally should you wish to contact me.

We look forward to hearing from you.

Caroline Schreiber, Chair

Magpie Dance A Brief Overview

Based in Bromley, Magpie Dance is an award-winning inclusive contemporary dance company which has carved out a national reputation for its exciting and inspiring approach to inclusive and creative dance.



Since 1985, we have been running quality workshops and dance classes for children and adults. Our participants have a range of learning disabilities and are aged three +, with no upper age limit on taking part. Through dance, our participants gain significant life, social and communication skills with measurable health and well-being benefits. Participants stage regular performances and national tours, many in prestigious performing arts venues. Ambitious and talented dancers are supported through professional progression pathways.

We also deliver professional training for education, dance, health and business clients nationally, and we work in partnership with the NHS to provide in-patient work for clients with dementia and a range of complex learning disabilities.

Where we are now

With Magpie Dance's Founding Artistic Director, Avril Hitman BEM, retiring in July 2017, the charity experienced a significant structural change to the Senior Leadership Team; with the new appointments of Artistic Director and an Executive Director as co CEO's (since September 2019) supported by a Finance Manager and a Fundraising and Development Manager. Magpie Dance has evolved without core funding from local or central government. Our primary source of funding has been through funding grants such as the Big Lottery Fund and Arts Council England. Our turnover has grown over the last few years from £241,047 in 2014 to a projected turnover of £350,000 by the end of March 2023.

The demand for our services are increasing at a time where funding is being reduced within local authorities. In 2014 we worked with 154 people with learning disabilities, this increased to over 400 in 2020. We have a successful history of obtaining support from Trusts and Foundations in 2019/20 this represented 84% of turnover. Although this is becoming increasingly more competitive.

Our earned income represented 11% of the organisation's turnover in the financial year 2019/20. It is our ambition to diversify and increase our earned income through private donations, public and commercial activities to enable us to be less dependent on more traditional sources of income.

To view our weekly sessions (for a summary of our work) please visit our website:

[Classes | Magpie Dance](#)

To virtually meet and find out more about our Magpie Dance team please visit our website:

[Staff Profiles | Magpie Dance](#)



Magpie Dance

Our Strategy

Magpie Dance strives to be a leading artistic organisation focusing on best practice in inclusive dance and delivery of sessions. Our business plan translates this into action, taking into account fundraising challenges and opportunities. Having been awarded NPO status, our next three years present an opportunity to establish artistic excellence, whilst promoting growth of impact.

We have an excellent track record of funding through trusts and foundations and for the next 3 years, as well as continuing this success, we plan to look into individual and local business giving. With a very strong team and a co-leadership, to deliver our ambitious and inspiring programme of work, we recognise that current resources are spread thin and we will need to expand our office team. Core funding is a challenge but further administration support in these coming years will be vital and worked into our fundraising plan.

Magpie Dance is about extending opportunity to people who suffer exclusion through social and environmental structures not adapted to their needs. The company's ethos is informed by an emphasis on ability rather than disability, giving participants space to make their own choices and take ownership of what they achieve.



Vision, Mission and Values

Our Vision

A world where a learning disability is no barrier to personal and artistic success in dance.

Our Mission

To enable people with learning disabilities to reach their full personal, social and artistic potential through dance.

Our Values

People, Access, Challenge, Excellence – PACE:

PEOPLE – Our people come first.

We work together. We listen, share and encourage ideas, support and respect individuals. We focus on ability, not disability.

ACCESS – Our priority is accessibility and increased participation.

We strive to ensure safe, physical access to activities and venues. Our commitment is to increase participation of people with learning disabilities within the cultural sector.

CHALLENGE – We challenge perceptions.

We change perceptions of what people with learning disabilities can achieve. We challenge participants to fulfil their potential and we challenge those they interact with to believe in their ability.

EXCELLENCE – We strive for excellence.

We create high quality artistic experiences and professional practice.



Our Board

Magpie Dance's Board is comprised of a group of committed individuals with a broad set of skills and background providing a strong governance foundation for the organisation.

The Board is responsible for the vision and strategic position of the organisation, including the financial, legal and developmental aspects of the charity. Magpie Dance's Trustees cover a range of professions from corporate business development, dance management, legal and accounting. Each Board member brings a wealth of knowledge and experience and are committed to the work of the organisation.

Short bios of our trustees are available on the Magpie Dance website

[Board Members | Magpie Dance](#)

The Board oversees its duties through a series of 'Task and Finish' groups for time-sensitive challenges and sub-committees covering:

- Governance, policies and procedures
- Finance
- Marketing, communications and fundraising
- Skills audit and trustee recruitment



Role Description

Magpie Dance is recruiting a Chair to join the Board in Winter 2024, where they will contribute to overall strategy and support Magpie Dance's CEO team.

The role of the Chair is to:

Strategic leadership

- Provide leadership to the charity and its Board, ensuring that the charity delivers its public benefit role;
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the charity;
- Ensure that the Board operates within its charitable objectives, and provides a clear strategic direction for the charity;
- Ensure that the Board is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities, and manage and mitigate the risks;
- Ensure that the Board fulfils its duties to ensure sound financial health of the charity, with systems in place to ensure financial accountability.

Governance

- Ensuring that the governance arrangements are working in the most effective way for the charity;
- Developing the knowledge and capability of the Board;
- Encouraging positive change where appropriate and addressing and resolving any conflicts within the Board;
- Appraising the performance of the Trustees and the Board on an annual basis;
- Ensuring that the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead the charity effectively, and which also reflects the wider population;
- Working within any agreed policies adopted by the charity.

External Relations

- Acting as an ambassador for the cause and the charity;
- Maintaining close relationships with key stakeholders;
- Acting as a spokesperson for the organisation when appropriate;
- Representing the charity at external functions, meetings and events.

Efficiency and effectiveness

- Chairing meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision making process;
- Ensuring that Trustees are fully engaged and that decisions are taken in the best, long-term interests of the charity and that the board takes collective ownership;
- Fostering and ensuring that constructive relationships exist with and between the Trustees;
- Work closely with the Co-CEO's to give direction to board policy-making and ensuring that meetings are relevant and well planned;
- Monitoring the implementation of decisions taken at meetings.

Relationship with the management team

- Establishing and building strong, effective and constructive working relationships with the Co-CEO's and holding them to account for achieving agreed strategic objectives;
- Supporting the Co-CEO's, whilst respecting the boundaries which exist between the Board and the team;
- Ensuring regular contact with the Co-CEO's and developing an open and supportive relationship so that concerns, worries and challenges can be effectively aired;
- Liaising with the Co-CEO's to maintain an overview of the charity's affairs;
- Conducting annual appraisals and remuneration review in consultation with other Trustees;
- Ensuring that the Co-CEO's have the opportunity for professional development and have appropriate external professional support.

Person Specification

Personal Qualities

- Demonstrate a strong and visible passion and commitment to the charity, its strategic objectives and cause;
- Exhibit strong inter-personal and relationship building abilities;
- Ability to foster and promote a collaborative team environment;
- Ability to commit time to conduct the role well, including travel and attending events out of office hours.

Experience

- Experience of operating at a senior strategic leadership level;
- Successful track record of achievement through their career;
- Experience of charity governance and working with or as part of a Board of Trustees;
- Experience of external representation, delivering presentations and managing stakeholders;
- Significant experience of chairing meetings and events.

Knowledge and skills

- Strong leadership skills, ability to motivate staff and volunteers and bring people together;
- Financial literacy and a broad understanding of charity finance challenges;
- Good understanding of charity governance;
- Consultative yet decisive approach to decision making, utilising the skills and knowledge of the existing board members, Artistic and Executive Directors and staff teams.



Terms of Appointment

Time commitment

The Chair role is likely to involve a time commitment of up to two days per month - this will include participating in Board and committee meetings, preparing (such as reading papers, compiling board agendas), discussions with the Co-CEO's, and other ad-hoc activities such as attending events or interviewing.

The Chair (and Board members) serve a three-year term and are eligible for re-appointment for one additional term by mutual consent.

Location

Magpie Dance's office is based in Bromley (sessions are in the surrounding areas), Trustee meetings are held there and locations in central London.

Remuneration

As Magpie Dance is a charity, this is a voluntary role. However, this role and Trustees are able to claim reasonable expenses.

For an informal discussion about the role, please contact the current Chair, Caroline Schreiber on chair@magpiedance.org.uk or Laura Graham, Executive Director, on lauragraham@magpiedance.org.uk

Applications should consist of a CV and brief supporting statement of no more than two pages that speaks to your interest in Magpie Dance and addresses the criteria in the Person Specification.

The deadline for receipt of applications is midday BST on **Sunday 2 July 2023**.
Interviews will take place from Monday 31 July 2023.

There is a three stage process; if short-listed and successful following an interview, candidates will be invited to a session and a board meeting. After this, if both parties agree, the candidate will be enrolled onto the board after the Executive Director has obtained 2 references.

Magpie Dance plans to ratify a new Chair appointment prior to its January 2024 Board meeting.

Thank you for your interest – we look forward to receiving your application.

www.magpiedance.org.uk

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