



Information for Applicants - Board of Trustees



The Company

Geese Theatre Company is one of the longest established and most influential arts in criminal justice organisations in the world. Since 1987, we have been at the forefront of arts in criminal and social justice settings. The company is renowned for its ability to engage with some of the most disengaged populations within the prison system. We create innovative projects and performances, working with diverse participants with multiple and complex needs, improving wellbeing, rehabilitation and recovery.

We work internationally with: people in prison, on probation or in mental health settings; with people who have experience of homelessness, substance misuse and mental ill-health; with young people who are seen to be at risk of offending and who have offended; and with professionals who work with these groups. Our work is delivered in a variety of ways, including:

- **Performances** - dynamic, interactive pieces for service users or professionals using our trademark masks
- **Groupwork** - theatre-based workshop inputs focussed on issues such as resettlement, managing emotions, maintaining recovery etc.
- **Creative Projects** - where participants co-create theatre pieces for audiences of staff and peers

In addition to this work we also deliver a range of staff training and consultation inputs for sector professionals.

The company currently consists of nine permanent members of staff, led by Andy Watson, Artistic Director / CEO who reports to the Board of Trustees. If you would like more detail about our work, you can look at our website at www.geese.co.uk

“ I was surprised how well we communicated and were able to laugh together. I feel more confident. Geese prepared us well. Lots of staff and inmates have complimented me since and it makes me feel good. It was good that the play had emphasis on how victims feel.
- Participant, HMP Maidstone



Our Board of Trustees

The Board is the governing body of Geese Theatre Company and is made up of individuals with an interest in our work who volunteer their time. Board members are both charitable Trustees and Directors of a company limited by guarantee and their activities are governed by both charity and company law. Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity and must ensure that the charity is solvent, well run and delivers against its charitable objectives.

Our Board currently consists of seven people with a variety of skills and experience and is chaired by Kobina Hall, a Senior Probation Officer.



The Board meets formally once a quarter in addition to an AGM and a day-long retreat. Board members are also expected to see Geese's work in action at least once per year and to engage in other networking events or training opportunities as they arise.

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The performance was incredibly powerful. It was clearly meticulously researched, every single character rang true and the seamlessness with which the performers flipped between characters, timelines and stories was incredibly impressive. It's not often you see adult actors portraying teenagers in a way that feels totally natural, realistic and without resorting to tropes. I was truly blown away by each one of the performers' skill, compassion, and importantly, their ability to find humour in the darkest of places without it ever diminishing the characters' experience.

- Audience member

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The Role

We are looking for Trustees who are:

- Excited about the role that theatre and the arts can play in criminal justice and social welfare settings
- Committed to supporting and advancing our vision and mission and whose values align with ours
- Willing and able to commit the time and energy to attend four Board meetings annually, our Annual General Meeting, a day-long 'retreat' once a year and other networking and promotional events on an ad hoc basis
- Aware of and understand the role of trustees to uphold the legal duties, responsibilities and liabilities of trusteeship
- Willing to speak their mind and to challenge proposals put forward to the Board



How to apply

If you are interested in applying for the position of Board Member with Geese Theatre Company, please complete the [online application form](#) and provide an **up-to-date CV**. We would appreciate it if you could take the time to complete and return an [Equality Monitoring Form](#) (although if you choose not to, this will not affect your application.)

Completed applications must arrive by **10am** on **13th May**.

An Online Q+A about the company and the Board will take place on **1st May** at **6.30pm** with the Artistic Director and Chair of the Board. [Sign up for this session here.](#)

Interviews will take place at our rehearsal space in Birmingham ideally during the week commencing **20th May**. If we would like you to attend an interview, you will be notified by **16th May**.

Our Vision, Mission and Values

Vision

To create safe, crime-free communities and for the arts to be recognised as a powerful vehicle for individual and social change.

Mission

To use theatre and drama to enable choice, personal responsibility and change, amongst individuals who have offended, other vulnerable or marginalised groups and those who work with them.

Values

Responsibility: We support and encourage the notion of personal responsibility.

Belief in change: Geese upholds and promotes a belief in the potential and possibility of individual change.

Rigour: Every aspect of our work is grounded in robust evidence and theory to ensure the highest quality.

Artistic Excellence: Geese strives to develop and deliver theatre and drama practice of the highest quality to people and places with the least engagement in the arts.

Innovation: Geese is continually developing new performances, projects and services for new audiences, offering alternative approaches to reducing offending.

Partnership: Geese aims to create an ethos of collaboration and partnership, which values contributions from all members, employees, partners and clients (service users) in order that our work has the greatest impact.

Inclusion: Geese aims to treat all individuals with respect and to approach each other and those we work with in an inclusive and non-judgemental manner.



“ I would completely recommend the Geese experience to every prison in the country!
- Governor, HMP Grendon ”

Anti-Racism

At Geese we work at the intersection of two sectors: the arts and the criminal justice system. We acknowledge that there is significant under-representation of people who are from the global majority in the arts and significant over-representation within the criminal justice system. We are committed to becoming an anti-racist organisation but acknowledge that the process involves time and energy and will not happen overnight. We have signed up to the West Midlands More than a Moment pledge and have a **More than a Moment** working group consisting of three Board members and three staff members which meets regularly to unpick our approach to governance, leadership, recruitment, organisational culture etc. The More than a Moment working group took part in anti-racism training in 2021; the wider company and Board have now also received training and the whole company reconvened in October 2023 to consolidate its learning and discuss the next steps to Geese becoming an anti-racist organisation. You can read our Anti-Racism Statement of Intent and Vision [here](#).

We look forward to hearing from you!

Geese Theatre Company champions equality and is committed to creating a culture that respects and values diversity, inclusivity, and equality. We welcome applicants from all sections of society and positively encourage applications from people who are underrepresented in our sector, including those from working class and global majority backgrounds or who experience racism, care leavers, people who are neurodivergent, people with disabilities and people from the LGBTQ+ community.

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**Geese changed my life and saved my life
- Participant**

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Geese Theatre Company registered in England.
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