



**Trustee
Recruitment Pack
May 2026**

"Having run a small company and also a large building, a Board of Trustees is something I have come to value highly. I believe the strength of the relationship between the Leadership Team and the Board is key to the artistic, political and financial success of a company. I also know to my cost that a Board at odds with the artistic lead can spell disaster!

With all this in mind, our Trustees are chosen with care and treated with respect, affection and honesty. We work as a team, challenging ourselves, forging new paths and sharing values. The Board is at the heart of the company and we need smart, creative, surprising souls to support us in making Emma Rice Company the most important touring company in the country. Come and join us!"

Emma Rice



About Emma Rice Company

Launched in 2018 (as Wise Children), Emma Rice Company is an international touring theatre company based in the South West. Created and led by award-winning director Emma Rice, we make ground-breaking and accessible work with exceptional artists. Alongside our shows, we run a unique professional development programme, training a new and more diverse generation of theatre practitioners.

In just seven years, we have established ourselves as one of the best-known and loved artist-led touring companies working in the UK today. We have made eleven original shows; toured to 38 venues across seven countries; made films for multiple platforms including the BBC and Sky Arts, which have been broadcast around the world; lovingly renovated an old church in order to transform it into The Lucky Chance, our permanent home and the centre of our operations; trained over 1,000 aspiring theatre makers; and reached more than 400,000 people in-person and online with our work.

The next few years look set to be equally exciting as we kick off The Director's Cut, a partnership with Theatre Royal Bath which will see us revive some of Emma's iconic past productions, and make new work with the RSC and Chichester Festival Theatres.

We are a registered charity and an Arts Council National Portfolio Organisation, with our core funding secure until March 2028.

The Board of Trustees

We currently have seven Trustees, who represent a wealth of knowledge across different sectors.

Our Board currently consists of:

- Kane Husbands, Founder and Artistic Director of The PappyShow, and Senior Lecturer in Performance: Design and Practice
- Simon Inch, ex-Insurance Finance Director at Canada Life
- Irma Inniss, Television Producer
- Ash Khandekhar, Journalist and PR Consultant
- Clare Reddington (outgoing Chair), CEO at Watershed
- Yuko Thomas, Investor Relations Executive
- Alan Brodie, Literary Agent

We are particularly interested in hearing from applicants who have legal experience and/or experience of running an Arts Council-funded organisation, as these perspectives would be especially valuable to the Board at this time. However, we welcome applications from individuals with a wide range of backgrounds and skills, and we encourage anyone who is passionate about our work and feels they could contribute to get in touch.



I AM
CALLING
YOU



The Role of the Trustee

As a member of Emma Rice Company's Board of Trustees, your role is to support, advocate and listen. This can mean offering advice, helping the company make new connections, representing us externally or asking difficult questions. You don't need direct experience of working in the theatre, in fact we're often most in need of support from people who can use their knowledge of other settings to help guide us.

As a Board member, you are legally a Company Director of Wise Children Ltd (trading as Emma Rice Company). This means that, together with the other Trustees, you are responsible for ensuring that we comply with:

- company law
- employment law
- health and safety legislation
- equal opportunities
- and laws around working with children and young people.

In practice, this means that you will have the opportunity to read, comment on and sign off our policies. We will also let you know about any issues that arise.

It is also the Board's collective responsibility to make sure that the company remains solvent and that we don't do anything that might place our funds, assets or reputation at risk.

We're keen to meet applicants from across the South West and further afield who are interested in using their skills to support the company.

Emma Rice Company is committed to equal opportunities and welcomes candidates from all backgrounds. We're keen to maintain the demographic diversity of our Board, and would particularly encourage applications from d/Deaf and disabled candidates and from candidates from the global majority.



Term of Service

We ask each Trustee to sign up for an initial four-year term, after which we review their membership of the Board. At this point, Trustees can choose to step down from the Board, or, with the agreement of the rest of the Board, renew their membership for another four-year term.

Board Meetings

Trustees meet every three months. Meetings last two to three hours, and we alternate between in-person and online meetings. In-person meetings take place at The Lucky Chance in Frome, though we also hold meetings in Bristol and London from time to time.

Meetings are scheduled and agreed by all, so it should be possible to find dates that suit everyone. You don't have to attend every meeting but it is strongly encouraged, and if you can't be there in person we'll try and make it possible for you to attend remotely (for example on Teams).

We send out Board papers before each meeting, usually including an agenda, minutes from the previous meeting, an activity report and financial papers. We ask Trustees to read papers in advance.

If you're thinking of applying but worry that you don't have sufficient knowledge of a particular area of our work, we are able to arrange for extra support to bring you up to speed.

Away Days

Once a year we also have an 'away day', a whole day which we spend together, giving us a chance to get to know one another better and to think more deeply about one or two issues the company is facing.

Other Activity

In addition to Board meetings and away days, we sometimes ask our Trustees for help. This will always be on a 'where possible' basis: we understand our Trustees are busy people and they don't always have more time to give.

The best Board members are the ones who are well informed and have a good understanding of our work, so we also hope you'll come to see our shows and attend other events whenever possible.

Payment and Expenses

Emma Rice Company is a charity and its Trustees do not get paid for their work. Most Trustees cover their own expenses related to attending meetings, but we are able to cover expenses if needed, for example travel to away days, as these are more likely to be in a location away from where Trustees live.

We ask Board members to buy their own tickets to our shows.



Fundraising and giving to Emma Rice Company

All of Emma Rice Company's Trustees and staff give to the company by joining the Emma Rice Company Club. The Club costs anything from £25 upwards to join, with membership renewed annually. This helps us make the case for a charity we believe in and ask others to give too.

Asking others to give is not seen as a key function of the Trustees, though their support in this area is always welcome, and we often ask Trustees to help us identify people who might become donors.

Expressing your Interest

To apply, please email recruitment@emmaricecompany.co.uk letting us know why you are interested in becoming the next Chair of Emma Rice Company and what skills and experience you would bring to the role.

Applications should be received by **Friday 26th June**.

Interviews to be held during the week commencing 13th July.

Further information

If you would like further information please contact Steph Curtis, Head of Organisation, on 0117 313 7640 or recruitment@emmaricecompany.co.uk

