

Theatre Cinema Community  
**WELCOME  
TO THE  
DUKES**

**Board of Trustees  
Recruitment Pack**



@thedukeslancaster



@TheDukesTheatre



@TheDukesLancaster

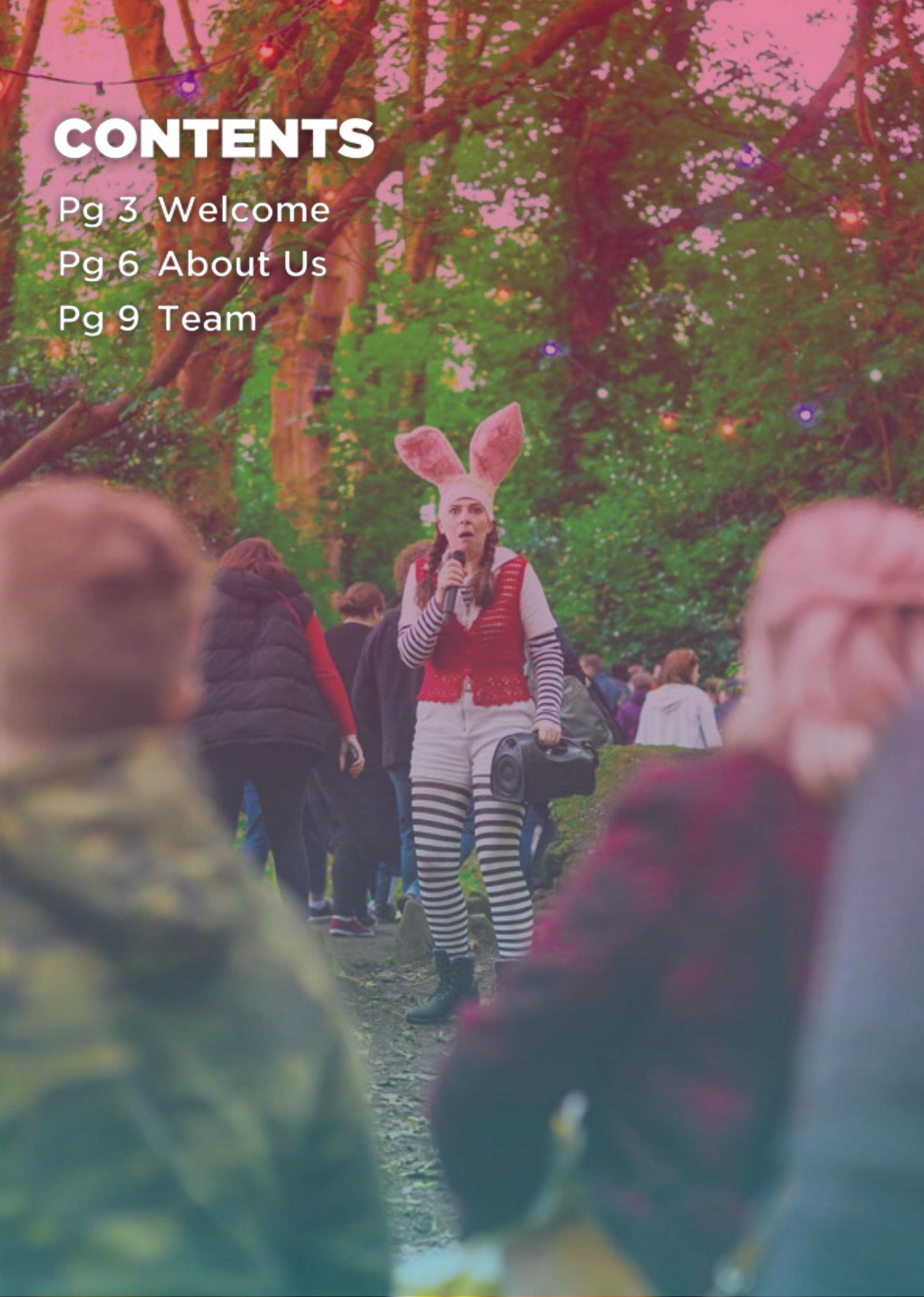
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# WELCOME

Thank you for taking an interest in joining the Board of Trustees at the Dukes. The Dukes is one of Lancaster's most valued cultural organisations, with a programme of live performance, cinema and creative engagement. Trustees bring a mix of professional skills and backgrounds, from within and outside the cultural sector. Many are local to Lancaster and can therefore represent the community that the Dukes serves. Some come from further afield and provide a regional Lancashire or national perspective, and sometimes a specialist background. Our trustees are non- executive volunteers who meet regularly to set the organisation's vision; make decisions about our plans, budgets and policies; and evaluate how the Dukes is meeting its objectives. Trustees make decisions collectively through our meetings structure (see below) as well as individual and small group input. It is expected that trustees will attend at least 75% of meetings either in person or on line, make an active contribution and support the range of work which we put on.

## Meeting Structure:

*Meetings take place both at the Dukes and via teams. They are usually at 6.00pm*

- Board (all trustees) - quarterly
- FAC (finance) - quarterly a week before board meetings
- People - bi-annually

We are open to receiving all applications and in particular, we welcome applications that can add any of the following perspectives to our board:

- A professional background in film or cinema
- An understanding of community engagement and participation
- Experience of promoting and improving equality, diversity and inclusion
- A strong track record in business, finance or accountancy
- Legal experience / expertise (especially, contract and HR)
- Experience of fund raising and bid writing

We think it is essential that the Board reflects the diversity of our population and encompasses a wide range of perspectives, opinions and experiences. We especially welcome applications from global majority communities, people who identify as having a disability, and people under the age of 35.

We are confident that you will also get a lot out of becoming a trustee. It can be a rewarding opportunity to learn and expand your network whilst supporting a cultural charity to be successful. We are open to receiving applications from people who have never held a trusteeship position before and wish to develop these skills with us, as well as welcoming those who have experience of being a trustee. We can offer support where necessary, as well as a thorough induction and a “buddy system” with our current trustees.

The deadline for applications is midday on 20th January 2025, and interviews will take place week commencing 10th February 2025. Please apply by submitting a personal statement (no more than 2 sides of A4) or a video message of up 4 minutes long to [ask@dukeslancaster.org](mailto:ask@dukeslancaster.org) with the subject Trustee Recruitment. Please use your personal statement to tell us about yourself, what you believe you can bring to the Dukes, and what you would like to get from the experience of being a trustee. Please also complete the enclosed skills audit and monitoring form.

I am happy to be contacted by email below if you have any queries or would like to arrange an informal discussion with me or another trustee before applying. In addition potential trustees are invited to tour the Dukes, meet other trustees and the CEO on Tuesday 3rd December 2024 at 11.am

Thank you again for your interest and I hope you will consider joining us.

Yours Faithfully

Roddy Gauld Chair of Trustees

[chair@dukeslancaster.org](mailto:chair@dukeslancaster.org)

“The Dukes provides Lancaster with a cultural heart. I am always inspired, challenged and entertained and I’m grateful that Lancaster has such a great place where I can enjoy the arts.”

- Audience Member



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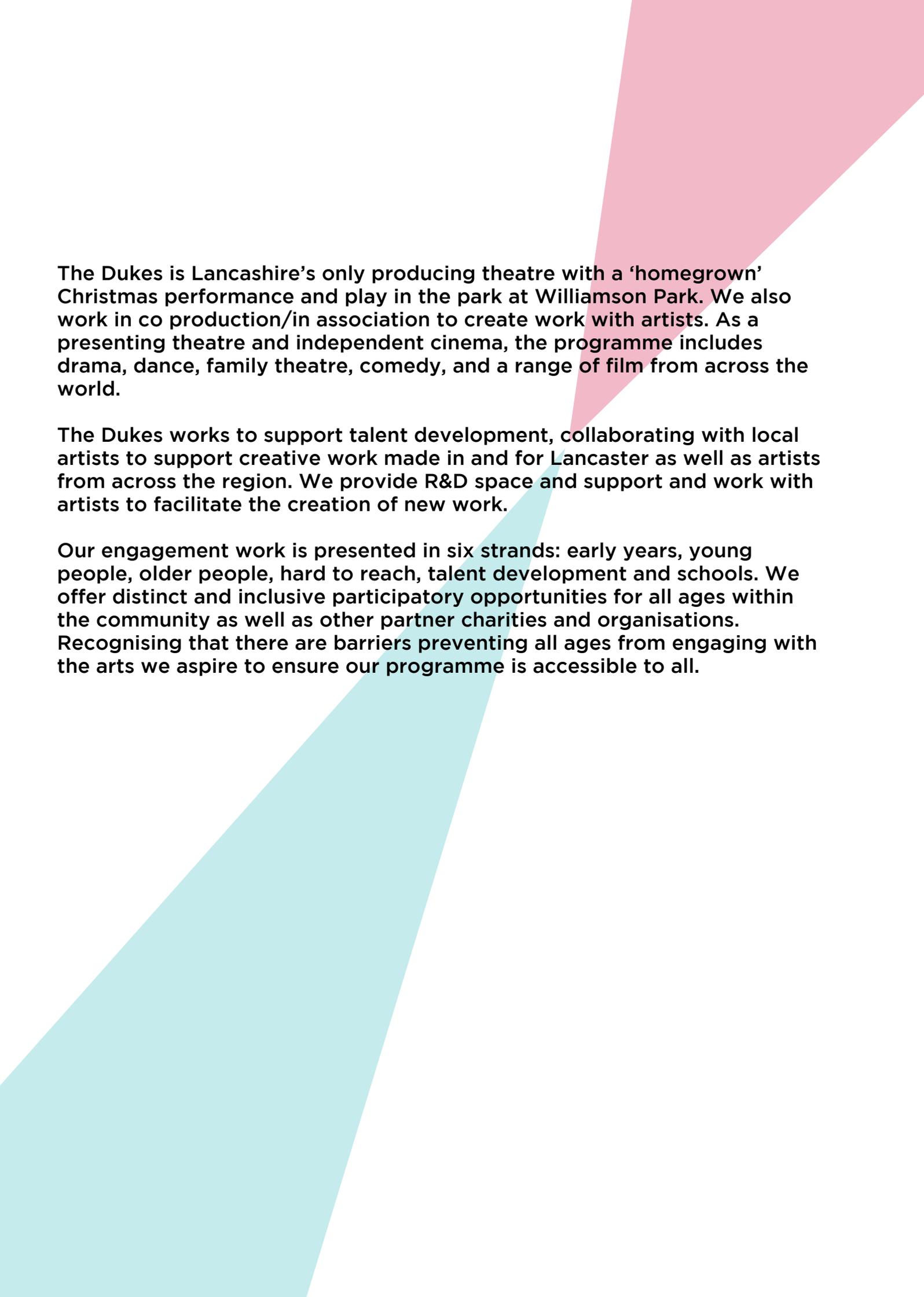
# ABOUT US

The Dukes was founded in 1971 as the only producing theatre in Lancashire. The Dukes is committed to bringing high quality live performance and cinema, creative engagement, and amazing audience experience to Lancashire.

The Dukes Playhouse Trust, which is a registered charity, manages the Dukes, is a company limited by guarantee and is core funded by Arts Council of England and Lancaster City Council. This accounts for approximately 30% of our income (2024-25). Earned income generated through box office, room hire, and fees and projects are supported by grants and an expansive programme of individual giving and corporate sponsorship.

The Dukes is a member of the board of Lancaster BID, and our CEO is the co-chair of the Lancaster Arts Partners. The Dukes has relationships with a number of national funders including National Lottery Community Fund.

The Dukes has two core performance spaces, The Rake and The Round. The Rake is a traditional end on theatre and cinema space seating 313 whilst The Round is a unique purpose built in the round theatre space with 234 seats. The spaces are used for both live performance and cinema. Additionally, the Dukes has developed the old creative learning building into MoorSpace, a venue focused on creative engagement and hosting small-scale contemporary theatre focused on emerging and solo artists.



**The Dukes is Lancashire's only producing theatre with a 'homegrown' Christmas performance and play in the park at Williamson Park. We also work in co production/in association to create work with artists. As a presenting theatre and independent cinema, the programme includes drama, dance, family theatre, comedy, and a range of film from across the world.**

**The Dukes works to support talent development, collaborating with local artists to support creative work made in and for Lancaster as well as artists from across the region. We provide R&D space and support and work with artists to facilitate the creation of new work.**

**Our engagement work is presented in six strands: early years, young people, older people, hard to reach, talent development and schools. We offer distinct and inclusive participatory opportunities for all ages within the community as well as other partner charities and organisations. Recognising that there are barriers preventing all ages from engaging with the arts we aspire to ensure our programme is accessible to all.**

“Non-stop barrage of over-the-top silliness, audience interaction and fun for all ages.”

*Beyond Radion Review of Alice in Wonderland*



Theatre Cinema Community

# THE TEAM

Staff are organised by departments: Programming, Marketing & Communications, Creative Communities, Technical, Visitor Experience and Finance. The Dukes currently employs 13 full-time, 9 part-time and 11 casual staff and has over 60 volunteers who donate their time and services.

The Dukes is in the heart of Lancaster city centre, a historic city in the North West. Lancaster is complimented by the beautiful Morecambe Bay and 15 rural villages surrounding the city. Lancaster has a thriving arts and cultural sector, and the Dukes works in partnership with many other organisations locally. We are also part of the Lancaster Business Development District and work alongside Local Authority initiatives and programmes to make Lancaster a amazing place to visit or call home.

the  
**DUKES**  
Theatre.  
Cinema.  
Community

the  
**Dukes**  
Theatre, Cinema, Gallery, Bar



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