

***Coventry has won the bid to be UK City of Culture 2021
It's an exciting time to be part of it***

The Belgrade Theatre is seeking to improve diversity on its volunteer Committees and Boards so that they are a better representation of the community within which the Theatre operates.

Although we are making some progress in diversifying this membership we continually need to promote our interest in seeking members who are from Black and Minority Ethnic backgrounds, female, disabled or under 45. We are also specifically seeking people who are in their 20s given the level of work that we do that is targeted at young people.

The Belgrade Theatre is the largest producing Theatre in Coventry, England's 11th most populous city and the second largest conurbation in the Midlands, and acts as the city and sub-region's commercial and producing theatre.

We create theatre because it enriches our community and can fundamentally change peoples' lives for the better.

THE BELGRADE THEATRE'S VISION

Now established as one of England's major producing houses, our mission is to grow the reach, excellence and engagement of all the work we produce and present.

We will provide a comprehensive performing arts service of the highest possible quality for Coventry and the surrounding regions and act as an ambassador for Coventry and the West Midlands when touring.

The Belgrade Theatre is situated in Coventry city centre and offers a mixed programme of large scale touring productions as well as productions created in-house. Alongside this programme it also presents stand up comedy, live music and a wide range of youth and community events.

After completion of the £14 million refurbishment and expansion project, the Belgrade opened its doors in September 2007 with a new vibrant artistic policy that is designed to serve many and different audiences in the city and the region. The Belgrade now consists of two auditoria, Main Stage and B2, Click Spring encompassing the theatre's talent development, community and education work, a successful commercial set building operation (BPS), busy Events & Conferencing, a commercial drama workshop programme and catering operations. The Belgrade produces its own shows and invites a wide variety of shows in from visiting companies and the result is two exciting and eclectic seasons during the year (from end August to early July). The Theatre considers its optimum operating model is to produce at least seven shows in a year (plus participation work) but this level of activity is reliant on public funding, which is under pressure and the challenge remains of increasing income from all sources in order to maintain this level of activity. The Theatre is constantly working in partnership with various agencies (theatre companies, local colleges, schools and the Universities, local charities, housing associations etc.). Catering services were brought back in house in April 2016, having been delivered by contractors through a licence since September 2007. All staff are expected to support all the Theatre's activities and to be knowledgeable and supportive about the Theatre and its programme of work.

The Belgrade Theatre Trust is a registered charity (number 219163). This means that all the money given, raised or earned is not distributed as profit but kept and reinvested in the work that we do.

Our mission is expressed by presenting a vibrant programme of produced, visiting and community work in our two auditoria and other spaces that is informed by a distinctive artistic policy designed to attract local and national attention, cater to and develop the different audiences in and around Coventry, lift the profile of the theatre as a producing theatre, bear witness to our community's experiences, find a unique voice for the Belgrade in the context of the region, attract leading theatre artists. In short to continue to build on re-establishing the vision, radicalism and internationalism that marked the opening of the theatre in 1958.

Job Description of a member of a Committee

Belgrade Theatre Trust (Coventry) Ltd is run by a non-Executive Board of Trustees/Directors who take reports from a series of Committees.

Work is produced to play at the Belgrade, in community centres in the immediate area, in co-production with other theatre companies, and occasionally touring further afield. The Board of Directors is particularly required to be supportive of the Theatre's efforts to increase its fundraising from non-public sources. The Theatre's Artistic Director/CEO and Executive Director are also Trustees/Directors.

The Board of Directors for the trading subsidiary is independent of the Theatre Board but includes the Theatre's Executive Director and members of the Audit Committee as well as independent members, and the Director of Production.

The Belgrade has developed various commercial activities that it runs through its wholly owned trading subsidiary company, Belgrade Enterprises Ltd – commercial set building by Belgrade Production Services (BPS), Events & Conferencing, Catering, the usual front of house ancillary sales, commercial training workshops for businesses and paid participation.

A series of Committees, chaired by a Director of the company, has been established to monitor and oversee the detail of one element of the Belgrade Theatre's Operation.

Committee Structure

Committees are generally chaired by a Trustee/Director of the Theatre Board and consist of a Chair and Vice-Chair, several other independent members of the community whose skills/experience are relevant to the work of that specific Committee, and one or often both the Executive Officers of the Belgrade Theatre as well as the Senior Manager whose area of responsibility the Committee oversees. The Chairman of the Theatre Board also has the right to attend any Committee meeting.

Members are invited to join the committee for three years, followed on consecutively by a further three year term. Ordinary Committee members are asked to give at least three months notice, if possible, of their intention to resign or not to renew their initial three year term. The Chairman and Vice Chairman are asked to give at least six months' notice where possible.

Each Committee holds between four and six meetings annually, timing and frequency as agreed with the Chair. Committee members are expected to attend at a minimum 2/3rds Committee meetings

Committees of the Theatre

- Arts Policy (including seasons' programming)
- Audit Committee (finance, general operations of the Belgrade Theatre)
- Capital Re-Development Project (oversaw the £14 million capital project; about to kick off a Redevelopment Project)
- Click Spring (encompassing the Theatre's work in Talent Development, community and education)

- Communications (Marketing)
- Development incorporating fund raising and sponsorship
- Governance & Nominations

Committee members are asked to keep up with the Theatre's work by seeing shows. It was agreed by the Board that Directors and Committee members should receive free tickets to the Press Nights of Belgrade shows. However membership of the Producers' Circle entitles a member to one free ticket per production at the Belgrade. Our participation work is usually "pay what you can"

Annual Reports can be found at

<http://www.belgrade.co.uk/about-us/about-the-belgrade/>

If Interested

Please email your CV and a brief covering note. If you have an idea which committee may be of particular interest, please say so.

Please email marked for the attention of Joanna Reid Executive Director admin@belgrade.co.uk

There is no deadline, this is a rolling programme

Reviewed June 2018

BELGRADE THEATRE BUSINESS PLAN 2017-2022

The Belgrade Theatre is the vibrant, creative heart of Coventry and proud to be a key player in the City's successful bid to become the UK's City of Culture 2021. In 1958 the Belgrade was the first civic theatre to be built after WW2 and soon became renowned for its programme of ground-breaking new drama and lead the way in Theatre in Education. Today the Belgrade celebrates its position as a major arts and cultural facility serving Coventry and far beyond.

Behind the Belgrade's team of skilled and hard-working staff are a dedicated Board, and the senior management team, who are committed to a dynamic vision of the Belgrade's future. The team developed its 2020 Vision that drives our approach to income generation and inclusion and is designed to enable the Theatre's artistic plans. This forms the core of our 2017 to 2022 Business Plan, embracing the lead up to Coventry's City of Culture bid for 2021 and beyond. The Belgrade is supportive of Coventry City's Cultural Strategy 2017 -2027 and our 2020 Vision clearly demonstrates this support as well as the very practical, positive and innovative ways the Belgrade seeks to build its developing role in making real change in our city and its cultural life.

Stewart Ferguson
Chairman of the Board

Tourism & Culture Awards 2015 Best Venue for Music, Arts & Theatre.
What's On Magazine Awards 2016 Best Midlands Theatre, and for Best Pantomime, and for Best Home Produced Show
Coventry & Warwickshire Tourism & Culture Awards 2016 shortlisted Creative Marketing Campaign; **Winner** Cultural Education Award

"One final point: I look around the stalls and from what I can see, the people of Coventry have turned out from all corners. It's quite simply the most diverse audience I've seen at a pantomime. And everyone's enjoying this peculiarly British tradition and having a great night at the theatre, and I think this is the kind of Britain I want to live in. Inclusive, good-natured and friendly. Well done, the Belgrade!"

<https://bumonaseat.wordpress.com/Cinderella2017>

BELGRADE THEATRE COVENTRY - BACKGROUND INFORMATION

The Belgrade Theatre is the major arts and cultural facility in Coventry and the only building-based professional producing theatre company in the city. We aim to present a vibrant programme of produced, visiting and community work in our two auditoria and other spaces that is informed by an artistic policy designed to attract local and national attention, cater to and develop the different audiences in and around Coventry, lift the profile of the theatre as a producing theatre, bear witness to its community's experiences, find a unique voice for the Belgrade in the context of the region, attract leading theatre artists – in short re-establish the vision, radicalism and internationalism that marked the opening of the theatre in 1958.

Now established as one of England's major producing houses, the Belgrade's mission is to grow the reach, excellence and engagement of all the work we produce and present.

The Belgrade is the only producing and presenting theatre in Coventry, England's 11th most populous city and the second largest conurbation in the Midlands. We create theatre in the belief that it enriches its communities, and we work hard to include the city's and region's young people. We will provide a comprehensive performing arts service of the highest possible quality for city, regional, national and international audiences.

“The Belgrade Theatre’s fortunes have been restored in a series of adventurous seasons under its Artistic Director, Hamish Glen.” The Church Times Sept 2011

The Belgrade has now established itself as one of England’s major producing houses. We have re-established the Belgrade’s historic vision, radicalism, community engagement and internationalism by presenting a vibrant programme of produced, visiting and community work in our two auditoria that has a recognised distinctive artistic policy that has attracted local, national and international attention; that caters to and develops new audiences; that bears witness to our communities’ experiences; secured our profile as a producing theatre; now able to attract leading theatre artists, companies and co-producers; and transforming the reach of the company’s work.

“...Hamish Glen, whose skill, intelligence and nerve at interspersing touring productions with superbly bold in-house programming as a shrewd, economically viable compromise (Sons without Fathers is a well-conceived collaboration with Mehmet Ergen’s Arcola Theatre) has made the Belgrade a brand leader today: a house where things happen.” Roderic Dunnet, review for Sons Without Fathers on Behind the Arras, April 2013

The Belgrade receives revenue funding from Coventry City Council and Arts Council England as well as project funding from these and other government sources (recent Arts Council grants include Sustain and Catalyst). The 2007 Capital Project was funded by Arts Council England, Coventry City Council, Advantage West Midlands and ERDF plus a number of Grant Making Trusts and Foundations, Businesses and generous individuals. The Belgrade is a National Portfolio Organisation (Arts Council funded).

The current economic circumstances bring particular challenges for the Belgrade, as for all organisations that are in receipt of public funding, but the Theatre is in excellent shape to respond creatively, with a keen and talented staff loyal to the Belgrade and to the Artistic Director’s vision, excellent financial control and a reasonable level of reserves.

“The Belgrade maintains a balance of challenging in-house productions with popular touring shows and also some world famous visiting companies. It does a fantastic job of appealing to a very wide demograph - Coventrians, students, visitors - and all ages too. There is a something for everyone during a season and it is worth checking out a show if you are visiting Coventry, maybe even if it is not the usual type of show you would watch. It will definitely be of a good standard”. Tripadvisor July 2013

“Excellent production which took me back to the gritty and often controversial drama that the Belgrade excelled in during the 60s and 70s. A great theatre with pretty good views from all seats ... A great example of mid-century modern architecture with references to the Royal Festival Hall interior in the auditorium and a wonderful wall of mosaic "The Four Seasons" best viewed in its entirety from the plaza outside. Recommended! “ Get Carter Tripadvisor Mar 2016

Chairs of the Board of Directors

Stewart Fergusson MA Managing Director of Touchstone and then Orbit Heart of England, a Housing Association in the Orbit Group since 2012.

The Belgrade Theatre’s 2007 rebirth was led by the Board of Directors under the Chairmanship of David Burbidge CBE DL MA (2001 to 2008) and David Shortland MBE FRICS Hon DBA (who served on the Board since 2002, serving as Director, Vice Chair & Chair) who retired September 2011. René Olivieri MA served as Chairman until September 2012.

Brief History

The Belgrade Theatre was built in 1958 as part of the reconstruction of Coventry after World War II and was named in honour of the Yugoslav gift of timber used to help reconstruct the city. Holding 858 in its two-tier main auditorium, it remains one of the largest regional producing theatres in Britain.

Early Belgrade Theatre Company members included Trevor Nunn, Ian McKellen, John Gunter, Joan Plowright, Michael Crawford, Frank Finlay and Leonard Rossiter, with Arnold Wesker and David Turner among the new dramatists.

In 1992 the Belgrade revived the medieval tradition of the Coventry Mystery Plays, performing famous stories from the bible in the ruins of the Old Cathedral. Productions continued intermittently until 2000 when the Belgrade Theatre produced the *Millennium Mysteries* in collaboration with Polish theatre company, Teatr Biuro Podrozy. The Belgrade created a brand new version in 2003 and its last one in 2006 with a production that the Daily Mail chose as a stand-out production in their end of year review.

The Belgrade also started the now world-wide Theatre-in-Education (TiE) movement in the 1960s, and the theatre's Click Spring work continues to pioneer in-house and outreach projects which use the performing arts to develop communication skills, confidence, creative thinking, self-expression, problem solving and team working. Acting Out*, a BTEC accredited course for young people at risk of exclusion from school, has been cited as a model of good practice in the Government White Paper on 14-19 Education and Training, and has led to similar projects being developed in Birmingham and Cardiff. *Belgrade LifeStage has replaced Acting Out and is now a broader enrichment and work-related programme for secondary school students.

The Belgrade's second auditorium, B2, which is flexible and seating around 250, was built as part of a £14 million capital project and was opened in September 2007.

Past Annual Reports may be found on www.belgrade.co.uk – About Us tab

Our Mission

Now established as one of England's major producing houses, the Belgrade's mission is to grow the reach, excellence and engagement of all the work we produce and present.

We will provide a comprehensive performing arts service of the highest possible quality for Coventry and the surrounding regions and act as an ambassador for Coventry and the West Midlands when touring.

Our Philosophy

The Belgrade creates theatre because it enriches its community and can fundamentally change peoples' lives for the better. It is the Belgrade's underlying belief that it should be open to the influences that surround it and that collaborations between artists, local agencies and communities can create relevant and exciting theatre and we will work with artists of the highest possible quality, locally, nationally and internationally to achieve this.

We further believe that the theatre can be a cost effective agency for the delivery of local services and will seek to become a part of the infrastructure, in partnership with other relevant agencies to deliver educational, Black and Minority Ethnic, outreach and young people's services alongside serving audiences through the presentation of high quality, varied and exciting theatre.

Our Brand Values

We strive to be **Energetic** and **Passionate** about everything we do. Whether we're cleaning the Belgrade's iconic chandeliers, painting a set or directing a cutting-edge drama, we are committed to do it to the best of our ability and with energy and passion.

We are **Creative**, **Inspiring** and **Talented**. This is clearly evident on our stages where our home-produced shows regularly receive critical and popular acclaim. But this also applies to the whole organisation – our marketing team, catering staff, administration or accounts departments.

We will be **Open**, **Honest** and **Down-to-Earth**. We will be accessible to all and unrestricted to participants. We will be sincere, without affectation and free of prejudice.