



BODY POLITIC

Body Politic Chair of Trustees Recruitment Pack



Body Politic Chair of Trustees

- **Location:** Oxford, UK
- **Position Type:** Voluntary (expenses covered)
- **Time Commitment:** 4 board meetings per year, plus monthly meetings with Artistic Director for organisational development support and review
- **Start Date:** March 2025

About Body Politic

We believe in the power of dance to foster creativity, confidence, and community connection.

Founded in 2012, Body Politic is a pioneering female-led charitable organisation that uses hip hop dance and arts to empower individuals and communities.

Our vision is to transform the lives and experiences of young people aged 5-25yrs, through meaningful and innovative collaborations, cross-sector partnership working, boundary-pushing productions and outreach work, locally, regionally and nationally.

In the last 12 months, Body Politic's outreach programme has engaged over 1000 young people aged 5-25yrs, and it remains one of the few independent female-led companies to tour professional work outside of London.

In March 2024, Body Politic became a charitable incorporated organisation (CIO). This is a pivotal and exciting time for the organisation as it embraces a new governance model and focuses on future sustainability, consolidating its artistic vision and the expansion of its current funding pipeline to include trusts and foundations.

Mission, Vision and Values

VISION

To transform the landscape of hip hop dance and dance theatre by creating opportunities and platforms for new voices in the cultural sector. We are dedicated to widening access pathways for individuals from marginalised backgrounds, including those underrepresented due to gender, socio-economic status, or ethnicity, ensuring a more inclusive and equitable future for the arts.

MISSION

Through fostering cross-sector partnerships, producing boundary-pushing hip hop dance theatre, delivery of our flagship Future Leader Programme, National Touring and impactful creative learning opportunities, we aim to inspire meaningful change and create lasting impact at local, regional, and national levels.

Click here to find out more about [our Values](#)

Find out who else is on the Board of [Trustees here](#)

Strategic Aims for 25-26 are:

This is a summary outline of our key aims for the next 12 months:

1. Increase company capacity and resources over the next 12 months, including the addition of an Outreach and Education Manager/Senior Producer and recruitment of new cohort of Future Leaders as ongoing delivery/sessional staff.
2. To explore new income streams and develop our fundraising pipeline and strategy; expanding our reach to more individual donors, Trust and Foundation prospects.
3. Develop and refine processes that measure organisational transformation and progress to ensure that charitable aims are being met.

Role Overview

We're looking for a new Chair of Trustees!

We are seeking a passionate and experienced Chair of Trustees to lead Body Politic's Board through an exciting period of growth and development.

As Chair, you will ensure that the Board operates effectively, providing strategic direction and governance to the charity. You will work closely with the Artistic Director and fellow trustees to support Body Politic in achieving its vision and mission while promoting long-term sustainability and impact.

This is a highly rewarding chance to work with a diverse, inclusive and passionate Board. We are particularly looking for fresh perspectives that will help provoke conversations and uncover new opportunities.

Being a Trustee of Body Politic

Trustees have overall responsibility for the company's strategy, finances, management, control and governance, working closely with the Artistic Director.

The Board of Trustees ensure that that charity acts in accordance with its constitution. They play a crucial role in supporting Body Politic in delivering the Business plan in line with our strategy, revenue targets, mission, vision and values, whilst also ensuring that we continue to meet our legal and statutory requirements.

Post-Covid and with the current cost-of-living crisis, the arts are facing intense pressures in terms of audiences and profitability. The Trustees are there to help the Artistic Director navigate the organisation through choppy waters; bringing different insights, perspectives and skill sets to bear on the direction of travel. The ever-changing cultural landscape makes determining a sustainable financial model very elusive and Trustees have a responsibility to achieve this financial sustainability to ensure that Body Politic can continue to develop, promote and deliver the artistic and cultural output for the benefit of its community.

What's in it for you?

We believe this is a genuine two-way relationship in which the Trustee feels engaged, included, involved, inspired and valued. You will play a pivotal role in shaping the future of the organisation, ensuring its sustainability, and supporting its mission to change lives through dance and creativity. Plus you will get to be part of a powerful and kick-ass female-led leadership team!

Key responsibilities for Chair of Trustees

As a Chair, you will be able to think laterally, and innovatively, to support the organisation with its charitable aims. You will creatively guide and contribute to discussions around all aspects of the organisation providing strong leadership and advocacy for its work across the sector.

- **Board Leadership:** Provide strong leadership to the Board of Trustees, ensuring effective governance and the charity's adherence to its mission, values, and legal responsibilities.
- **Strategic Development:** To be collectively responsible for the success of the organisation, and for setting a clear vision, values and strategic direction.
- **Governance and Compliance:** Ensure the charity complies with its governing documents, charity law, and other relevant legislation.
- **Fundraising and Financial Oversight:** to ensure that the necessary resources are in place to meet its objectives, monitoring performance and ensuring good financial health of the organisation.
- **Advocacy and Representation:** Act as an ambassador for Body Politic, promoting the organisation's work and building relationships with key stakeholders in the arts, culture, and charitable sectors.
- **Collaboration with Artistic Director:** Foster a close working relationship with the Artistic Director, providing mentorship and guidance while respecting the executive team's operational role.
- **Board Development:** Lead the recruitment and development of trustees, ensuring a diverse and skilled Board that represents the communities Body Politic serves.
- **Meetings and Decision-Making:** Chair Board meetings effectively, fostering open discussion, consensus-building, and clear decision-making processes.
- **Reports:** As a Chair you support the Artistic Director with finalising any written reports sent out before each Board meeting, including charity commission annual report. You will come to Board meetings prepared to ask questions and discuss items to ensure that the company is operating to the highest of professional standards.
- **Outside Meetings:** You will attend events and performances throughout the year and be an active and passionate advocate for the work of the organisation. You must be prepared to give time outside of the meetings to support staff, within your particular area of expertise.

Essential criteria:

- You don't need to have an arts background, previous Chairing experience or a University degree to be a Trustee but we are looking for someone who has **previous experience of being a Trustee for a minimum of 1yr.**
- **Excellent leadership skills** with the ability to inspire and guide a team of trustees towards achieving the long-term objectives of the organisation.
- **Knowledge of charity governance,** legal responsibilities and compliance (e.g. Charity Commission).
- **Understanding of financial management, budgeting and forecasting** needed to ensure financial sustainability and growth.
- Experience in overseeing the **implementation of strategic priorities.**

- Ability to demonstrate **integrity** through holding the charity accountable to its mission and values and act in the best interest for its beneficiaries.
- Ability to **dedicate sufficient time** for board meetings, preparation, and networking.
- **Candidates must be over the age of 18 to apply.**

Desirable criteria:

- **Interest in theatre and arts:** We're looking for individuals who are inspired by the work that we do and share our commitment to creating new opportunities for young people to engage with dance and theatre.
- **Change Management:** experience at leading organisations through periods of change, growth or recovery.
- **Strategic thinking:** Ability to guide teams through strategic shifts and navigate challenges.
- **New perspectives:** To help bring new perspectives, understanding and energy to the Board. We would particularly welcome applications from those with a variety of lived experience, and those who have been previously underrepresented due to barriers linked to ethnicity, class/socio-economic background, disability or gender.
- **Commitment to Diversity and Inclusion:** Candidates must also be able to show that they share Body Politic's commitment to diversity, equality and sustainability.
- **Business Development:** Skills in developing new revenue streams, including commercial activities or grant applications.

Time Commitment

- Trustees are expected to actively offer their time and skills to the organisation, including but not limited to the attendance of 4-6 Board meetings each year, normally held online in the evening.
- The overall time commitment may total on average about one day per month, including 3-5 hours supporting Body Politic outside of regular meetings or events.
- This is a voluntary, unpaid role, although we will reimburse any expenses you incur in your duties as a Trustee and provide tickets for you to see our productions, if required.
- Trustees are appointed for an initial term of three years which can be renewed by re-election up to a maximum period of nine years.

How to Apply

We are committed to creating an inclusive and diverse Board, and we welcome applications from all sections of the community.

If you are excited about this opportunity and believe you have the skills and experience to lead Body Politic, please send:

1. A CV setting out your education/ training background and career history.
2. Please also complete and return our [Equality, Diversity and Inclusion Monitoring Form](#).
3. A short written statement (Maximum 2 sides of A4) or a video (of no more than 5 mins) supporting your application. Please make sure you tell us why you would like to join the Board and become Chair of Trustees; what skills would you bring to the organisation; a bit about yourself; and any previous experience

Please send your application to emj@bodypoliticdance.com

The closing date for applications is **31st January 2025**

What happens next?

After your eligibility has been confirmed, your application will be read and scored by three Trustees and a shortlist will be made. Final decision will be made by Lee Griffiths, Gemma Cannon and Artistic Director, Emma-Jane Greig.

If you are invited to an interview, you will be informed of who will be on the interview panel in advance and the interview questions will be sent to you in advance. Interviews will provisionally take place in-person or online **week commencing 24th February 2025**

Find out more

If you like the idea of becoming the Chair and would like to find out more about what it means, or find out more about the organisation, you can arrange an informal chat with either Artistic Director or interim-Chair. Both EmJ and Lee would be very happy to hear from you.

Please drop an email to Artistic Director, Emma-Jane Morbey at emj@bodypoliticdance.com