

INFORMATION FOR PROSPECTIVE BOARD MEMBERS

Wired Aerial Theatre (WAT) wishes to operate with a strong and diverse Board to steer and support the organisation and is therefore spreading its net widely to identify new members. If you have received this document, you are either considering becoming a member of the WAT's Board or you have already committed to the position. In either case, welcome!

You have been invited to participate as a Board Member because you have the knowledge and skills needed to help to create a diverse, experienced and committed Board for WAT. What you bring to the company in this capacity will help govern and guide WAT to consistent and progressive health and growth. We also anticipate your disposition to foster and maintain formal and visible relationships with individuals who are leaders in the community and/or have highly respected skills in certain areas that would benefit the company.

This pack provides detailed information on Board responsibilities, as well as information on the company's work, structure and practices. All Board members will receive an induction to bring them up to speed as quickly as possible.

1. About Wired Aerial Theatre

1.1 BACKGROUND

Wendy and Jamie formed Wired Aerial Theatre in 1999 whilst working for the iconic Argentinian company De La Guarda. Their love affair of the show and each other grew from that moment. Using climbing techniques, contemporary dance and a newly found need to fly as their catalyst, they found every opportunity to handle a rope, build a bungee and make work which explored ways to combine all these elements within performance

WAT is an internationally acclaimed aerial theatre company and are the creators and foremost performers of the Bungee-Assisted Dance technique.

WAT specialise in creating inventive aerial productions with the use of flyable set pieces as well as performer/animation interaction and enjoy sharing their harness techniques with directors and choreographers to make other aerial productions.

Invention and creativity form the basis of all WAT's work, whether that is within education or forms part of larger scale productions.

Wired Aerial Theatre is proud to be working in partnership with Arts Council England as a National Portfolio Organisation.

1.2 VISION

To inspire and motivate audiences and performers globally, by creating unforgettable productions .

1.3 MISSION

To enrich lives by creating and touring pioneering, accessible and sustainable world-class aerial dance theatre.

1.4 VALUES

Safety: WAT puts safety above all else.

Artistic excellence: WAT is passionate about presenting excellent work and providing pleasure and inspiration to its audiences.

Diversity & respect: WAT values diversity and respect and will be inclusive in all aspects of its work.

Team working: WAT values the talent in its team and will be a great place to work.

Collaborative: WAT will collaborate with outstanding creative individuals.

Influential: WAT aims to be a world leader in aerial dance.

Integrity: WAT will be open and honest in all its dealings.

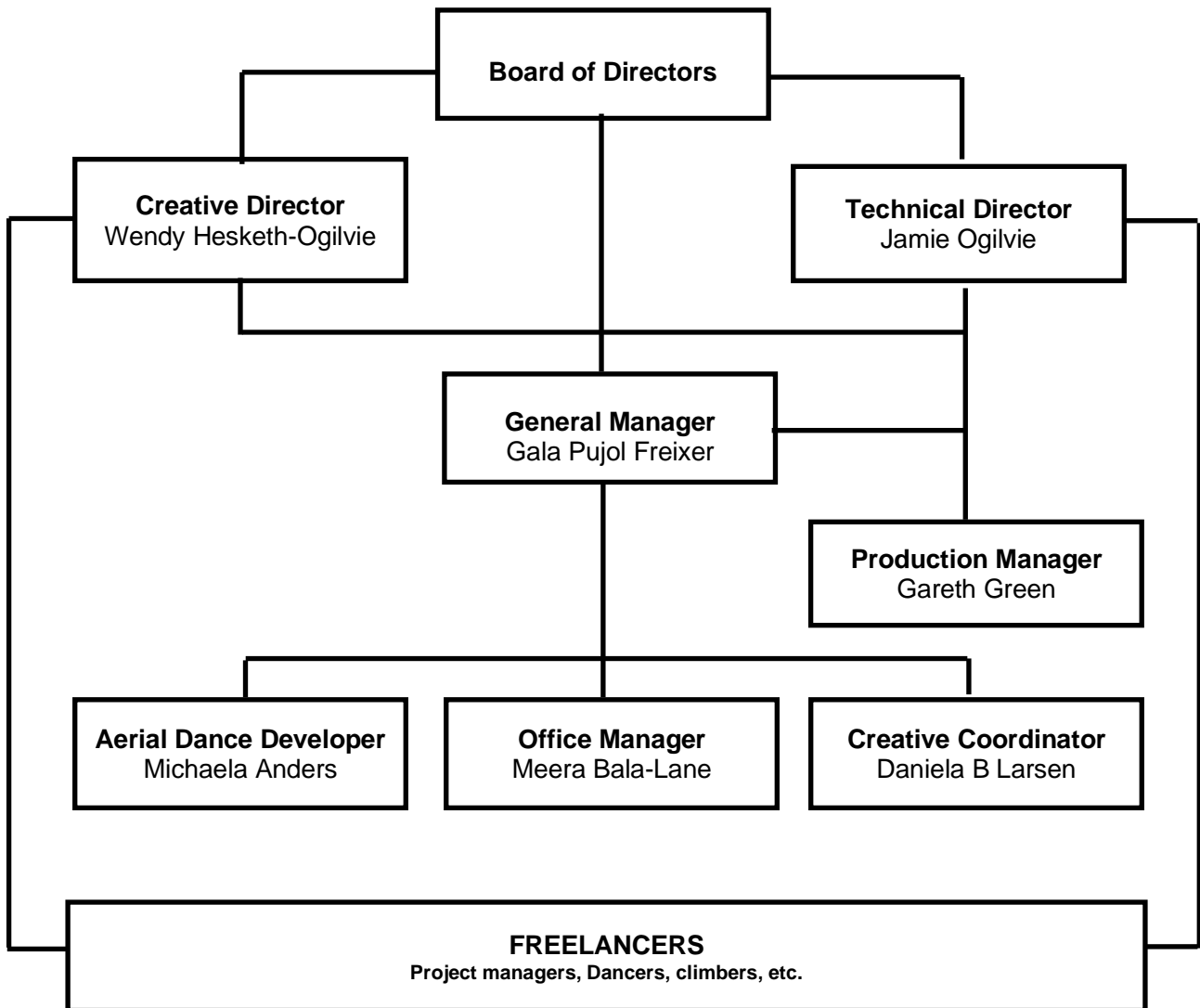
Entrepreneurial & resilient: WAT always aims to work flexibly, with an entrepreneurial spirit and collaborative approach for sharing resources, skills and talent.

Sustainable: to run a green eco-friendly company.

1.5 AIMS

- Develop artistic excellence and innovation. (GOAL1 ACE)
- Produce a programme of thrilling aerial dance performances.
- Make as big an impact on the indoor market as in the outdoors.
- Increase participation and engagement. (GOAL 2 ACE)
- Support professional progress and Talent Development within the North-West region, by providing opportunities for artists of all levels and abilities to experiment with aerial artistry and, in particular, those artists with protected characteristics.
- Set the standard in education work for aerial performance.
- Build financial sustainability and resilience.
- Embrace, embed and action the Creative Case for Diversity.
- Create a culture in the company to minimise the company's environmental impact.
- Present its work to increasingly diverse audiences.
- Make The Higher Space, the centre for aerial excellence, the go-to place in the UK for aerial artists.
- Be the go-to UK based organisation for creative & technical consultancy in aerial performance techniques.

1.6. ORGANISATIONAL CHART (Currently under review)



1.7. WAT'S STRANDS OF WORK

The Company now focuses on 7 major strands.

1. Creation and Touring

WAT will continue to create new large and medium scale indoor and outdoor shows to be toured across UK and internationally.

2. Talent Development Programme (TDP)

WAT has launched a new Talent Development Programme to support the growth and diversity of our company offering training in variety of aerial performance techniques: Bungee-Assisted Dance, Vertical Wall and Counter-Balance techniques. These courses are designed as progressive opportunities with the potential to offer a pathway into the company.

3. Consultancy

WAT is world-wide known for their aerial consultancy. WAT's production management team led by Technical Director, Jamie Ogilvie. Jamie is one of the UK experts in presenting aerial performance safely and creatively and as such his highly specialist skill is much in demand. WAT has been working with Bregenzer Festspiele for over 3 years to support the delivery of their unique opera on the lake festival and in the past, WAT has provided consultancy services for Lady Gaga, the Roundhouse Theatre, Fuerzabruta, the dance company Diversity and a variety of UK based theatre and dance companies.

4. Bungee Workout™

Since 2015 WAT has been developing the new fitness technique known as Bungee Workout™. Continued development will take place in the following years ensuring Bungee Workout™ becomes the leader on this technique. <http://bungeeworkout.co.uk>

5. Higher Educations (HE)

WAT offers classes and workshops for individual performers, companies and experienced artists to build capacity, nurture talent and develop skills. Working within formal and informal education contexts, WAT has created and delivers Aerial Dance modules for performing arts students at Edge Hill University near Liverpool and Liverpool Institute for the Performing Arts (LIPA), developing the next generation of aerial performers.

6. Research and Publications

Artistic Director and Aerial Dance Developer are actively researching and begun developing the content and structure of a new WAT book on Bungee-Assisted Dance. Wired's current activity will influence and inform the research process and generate material and content for the book.

7. The Higher Space (THS)

THS is WAT's centre for aerial excellence and is available for hire. The facilities available at THS coupled with WAT's reputation as pioneers in aerial performance makes the space an attractive resource for dance practitioners wishing to develop their work.

The size and accessibility of the space also makes THS a good potential revenue stream for events and other companies.

2. Personal attributes of Board members

Directors will be expected to share their expertise and contacts in areas where gaps currently exist. WAT aims to have a diverse Board with a range of skills including: creative management, creative research in dance and performance, legal, marketing and public relations, business, governance, local knowledge and so on.

WAT is seeking to recruit Directors who are enthusiastic about its work; committed to the success of the organisation and recognise the responsibilities the role entails. For more information, please see the Board Role Specification.

3. Legal structure

3.1 CURRENT STRUCTURE

- The Board of Directors of WAT is the governing body of the company which is a non-profit distributing company limited by guarantee. The Board of Directors is responsible for strategic decisions and oversight of the company's operation. Directors have limited liability.
- Directors, with the exception of the two founder Executive Directors, appointed during the year must stand down at their first AGM, but can then be reappointed for a term of four years. Directors may serve for two terms of four years before they must stand down for a year, but may be appointed for a further two years thereafter.
- The Articles, (the Company's governing document), set out that there must be a minimum of three Directors, including the Creative and Technical Directors as Founder Directors, and there is no maximum number.
- The Company has a 'single tier' structure which means that the Company Directors are the only Company Members who are entitled to vote at General Meetings. The quorum for both Board meetings and General Meetings is three.
- There is one sub group of the Board currently, the Diversity Task Group.
- A chair will be elected by the Board annually. The chair will serve as at the point of contact between the Board and the Executive team.
- Generally each Director will have an equal vote, but on any resolution to remove a Founder Director, the Founder Directors will have weighted voting rights so that each single Founder Director vote will count as ten votes. The Chair has a casting vote in the event of a tied vote.
- A board self-evaluation process will be created to ensure that individual Board members are contributing to the best of their abilities and delivering the calibre of service to the company that is needed.
- Should you wish to resign from the Board, you can do so by writing to the Chair.
- An exit interview will be carried out when a Director leaves WAT's board. The interview will assess and evaluate the company's performance in terms of governance and business development through the experience of the exiting member.

3.2 MEETINGS

- The Board will meet not less than four times a year. Meetings will include a Board Away Day. Ad hoc meetings can be called by the Executive team or the Chair in addition to regular scheduled meetings, although is not the norm.
- Meetings will usually take place at The Higher Space or in a local venue in Liverpool. Meetings will be agreed at the beginning of each year for the whole year.
- The Board will establish working parties or task groups as necessary and board members are encouraged to join a suitable group where possible.
- As a WAT board member, you will be serving as a volunteer. This is an unpaid position, but reasonable travel and subsistence expenses incurred on WAT business can be claimed. If you feel that this may be a barrier to your involvement we are able to offer a fee for your time at £25 per hour to attend meetings and £15 per hour for travel.

3.3 BOARD RESPONSIBILITIES - please see the Board Role Specification.

3.4 BENEFITS FOR BOARD MEMBERS

- You will be welcome to attend any Company show, workshops, classes or any other activity and will receive advance information about these.
- You will be invited to attend premieres and the launch of any production.
- You are eligible to receive training, which relates to any area of the Board's work. WAT will encourage new board members to attend Governance, Diversity and unconscious bias Training.
- At WAT we understand your commitment to us and your investment of time. You will be entitled to reasonable expenses claims (i.e. travel and accommodation) when engaged on work on behalf of the Company.

4. CONTACT INFORMATION:

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Looking forward to hearing back from you.

Sincerely,

Team Wired