

FROZEN LIGHT

Trustee Application Pack

Frozen Light (Limited by Guarantee)
Company number 07677434
Charity number 1150132



Welcome from Lucy & Amber, Co-Artistic Directors of Frozen Light

Thank you for your interest in being a trustee of Frozen Light.

This pack has been designed to introduce Frozen Light as a company and to explain the vital role our volunteer trustees play, providing guidance and challenge to our staff team. Frozen Light is the only company in the UK exclusively touring theatre for audiences with profound and multiple learning disabilities (PMLD) to mainstream arts venues and public spaces. People with PMLD are among the most excluded in society (Lancaster Centre of Disability Research). Due to the lack of truly accessible opportunities, people with PMLD are rarely able to experience or participate in live arts in their local communities. Our mission is to change that.

We are seeking new trustees to join the diverse and vibrant board that challenges Frozen Light to continue to 'raise the bar' as we strive for our audience to have equity of access to the pleasure, mutual enjoyment and sensory stimulation that can be derived from participation in cultural life.

We are particularly keen to recruit trustees from global majority communities currently underrepresented on our board and, or, who identify as disabled so that our decision making reflects the diversity of Frozen Light's audience. As a company creating work for audiences with profound and multiple learning disabilities, we particularly want to ensure the lived experiences and perspectives of people who identify as disabled inform our activity and strategy.

We very much welcome people who have no previous trustee experience to join our board and will offer training to build relevant skills and understanding. Come and join us!

We hope to hear from you,

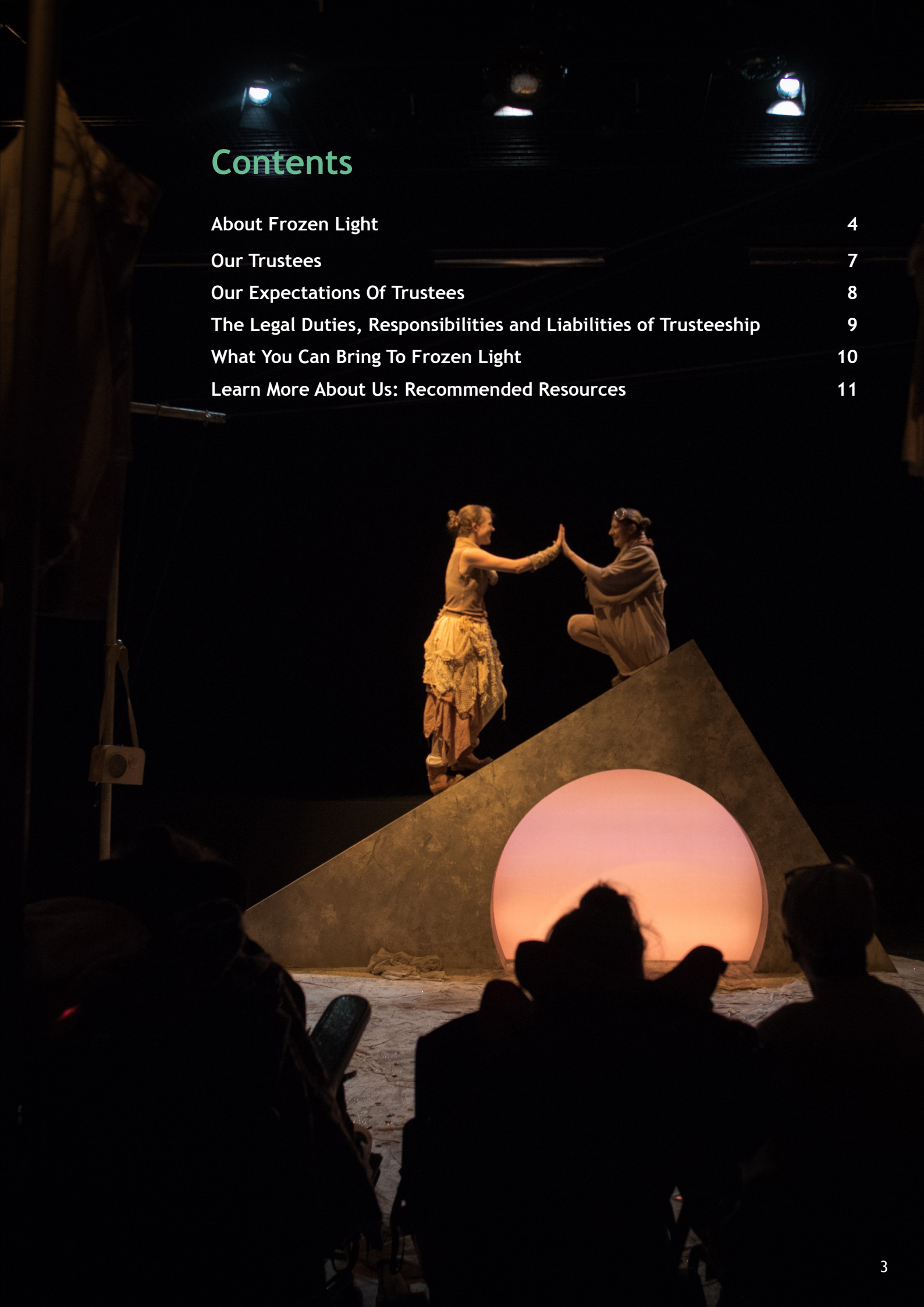
Lucy & Amber

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About Frozen Light

Our vision

A world where people with PMLD can exercise their right to participate fully in cultural life.

Mission

To create theatre and cultural events specifically for adult and young adult audiences with PMLD that enables them to experience high quality, contemporary, devised multi-sensory theatre in their community.

Values

Inclusion

We believe that people with PMLD should be proactively included, welcomed into and visible in their communities and use theatre to drive this social change with, and for, audiences. We use and promote the PMLD Standards as a model for the rights and voices of people with PMLD. We are committed to raising expectations and improving the quality of life outcomes of, and with, people with PMLD. Frozen Light shows feature in the mainstream programming of arts venues and theatres. We provide support and training to enable all the venues we visit to become fully accessible to people with PMLD. We strive to have a governance, staffing and creative team that reflects the diversity of the PMLD community.

Immersion

People with PMLD experience the world in closest proximity to them and through their senses and physical actions. We collaborate with a talented team of artists to create completely immersive environments that can be experienced using every sense. These worlds can be touched, smelt, and tasted. The original music can be heard, and it can be felt through vibrations. Frozen Light's multisensory storytelling is intimate, and person-centred, but with the scale and opportunity that theatrical spaces offer.

Connection

Frozen Light's primary connections with audiences are through one-to-one interactions and the audience's full participation in performances, which constantly informs creative practice. We consult the audience and reflect upon their responses to evaluate their whole theatre experience. We place a high value on the connections we have with the wider PMLD community and have a PMLD Advisory Panel made up of carers and companions which guides development and interaction with audiences. We proactively share methodology and learning with other companies and through training, new and established artists, with the aim of more theatre being created that is accessible to and builds connections with people with PMLD.

Joy

In performance we use sensory moments to take forward each stage of a narrative which stimulates the broad range of emotions experienced by the young adult and adult audience. Above all however we want audiences to share the excitement and pure joy of live performance. A large part of the audience's lives are lived 'in the moment' which is something we believe that everyone connected to Frozen Light shows can learn and derive happiness from.

Our aims are to

- create high quality, contemporary, devised multi-sensory theatre that is accessible to audiences with PMLD
- ensure more accessible work for audiences with PMLD features in mainstream theatre programming
- tour throughout the UK and reach as many audiences with PMLD as possible
- grow audience reach and continue to develop returning audiences
- collaborate with theatres and arts venues to increase their accessibility to people with disabilities, including PMLD, and leave a legacy of accessible programming
- pioneer creative collaboration with artists with PMLD and build understanding of inclusive practice
- increase the visibility of people with PMLD within the arts and the wider community, and thus enhance understanding of - and meeting - their needs
- build the confidence of carers to accompany the person they support to experience more arts and culture in their community
- deliver an artist training programme to ensure there is more work created for audiences with PMLD in the wider arts sector
- provide good employment to a highly skilled and diverse creative and administrative team to support the work of Frozen Light

Audiences with PMLD communicate and experience the world through touch, taste, feel, sight and sound, so to make work accessible we create person centred multi-sensory theatre that meets their needs. We challenge preconceptions of what theatre should be for audiences with PMLD and push the boundaries of what multi-sensory theatre looks like. Frozen Light always works with creatives from within contemporary devised theatre, ensuring productions are of the highest artistic quality. We collaborate with artists with PMLD to create together and, with expert guidance, to better understand consent and evaluation for our audiences. We create immersive worlds and a space that feels safe and inviting for people with PMLD and their carers. For a third of audiences a Frozen Light show will be their first theatre experience.

To address the national lack of work for this audience, integration of emerging talent and artist development is critical, so we provide bespoke training programmes to teach emerging artists and companies about our work, process, methodology and approach.

Sensory Studio

We have created a Sensory Studio where we are pushing boundaries for people with profound learning disabilities working as artists, as collaborators in creating theatre. The Studio is a space in which Frozen Light and other sensory theatre experts are now regularly working with artists with PMLD, alongside their family and paid carers. It is enabling us to design and monitor experimental evaluation methodology, including with leading experts in the learning disability sector. Many current evaluation methods are inappropriate for a non linguistic community and require carers to interpret and explain audience response.

Our Ambition

As we celebrate our first decade, Frozen Light is recognised as a company that is successfully challenging our sector to provide programming and venues that are accessible to people with PMLD and sharing good practice of how this can be achieved. We are thrilled to have been invited to join the Arts Council of England's National Portfolio of Organisations. As an NPO we will receive regular funding between 2023 and 2026 enabling us to deepen and develop our artistic practice. During this period, we will establish our home town of Norwich as a national centre of excellence for multi-sensory arts and build an international reputation for our expertise, excellence and leadership as creators of quality multi-sensory arts. At this exciting time of change and development we are keen to ensure that we have a great team of trustees to guide us.

Our Team

Frozen Light currently has two full time and three part time members of staff. Amber Onat Gregory and Lucy Garland are the Co-Artistic Directors who drive and shape our creativity and strategy. Our Executive Director, Jacqui Mackay, supports the strategic growth of the company, as well as day to day management. All three report to the board every 3 months on our progress in achieving our organisational goals, as set out in our NPO Activity and Investment Principle Plans. Emma Venier is our Audience Development Officer, who leads our work to reach audiences with PMLD. Marie Richards is our Finance Manager, guiding robust management of our charity's finances.

We work with a fantastic team of freelance creatives - performers, designers, directors, musicians, technical and production managers - who join us for the research, development and realisation of each production. The Covid-19 crisis showed the incredibly vulnerable position freelance creatives are in. Frozen Light is committed to working with our freelance colleagues to challenge this and we aim to provide the highest level of support and care for the freelance artists we work with. Frozen Light is committed to recruiting a team of staff and freelancers that reflect the diversity of the audience we reach, and to meeting all access needs. We welcome new trustees with experience of managing and valuing staff and freelance creatives.

Read more about us: frozenlighttheatre.com/about/meettheteam

I cried, the feelings of making my daughter one of the V. I. P s of the show overwhelmed me. The experience was for my daughter but I felt completely included in the show. I loved that I didn't need to explain her abilities/disabilities, the cast just worked with what my daughter could do. They didn't even worry when she fell asleep, she was still completely included. The whole experience was so fantastic it made me glow with happiness.

Audience member, The Garage, Norwich

Our Trustees

We have nine brilliant trustees who are passionate about our work and provide robust governance:

Anthony Roberts, Chair of the Board, is the Director of Colchester Arts Centre.

Lorna Owen was General Manager at the New Wolsey Theatre, before moving into the fashion industry and becoming Deputy Head of Human Resources for a luxury retailer.

Sharon Slade, Audience Advocate, has extensive experience in the world of learning disabilities as a mother to a young woman with profound and multiple learning disabilities and a school governor at a special school.

Rosslyn Trewin Marshall is a queer, disabled, multidisciplinary theatre-maker and facilitator.

Catherine Gough teaches pupils with PMLD and is also a musician from Leicestershire.

Charlotte Lund has worked with some of the UK's leading theatre companies, and is currently a producer at Something For The Weekend and Showstopper Productions Ltd.

Lucy C Hayward is a blind playwright and director.

Kate Sarley has extensive senior management experience in the arts and current clients include Actors Touring Company, WeareUnit and Curious Directive.

Chelsea Pettitt is a student at National Star College.

You can read more about them here: frozenlighttheatre.com/about-us/trustees

PMLD Advisory Panel

We are very aware that we support an extremely vulnerable group of people in society, who are predominantly non-verbal. Because people with profound and multiple learning disabilities are not able to communicate their needs to society in a traditional method we created the role of Audience Advocate on our Board. We regularly consult and are engaged with the wider PMLD community, including through our PMLD Advisory Panel, made up of family and paid carers, who guide our development and interaction with audiences.

You can read more about our Panel here: frozenlighttheatre.com/about/audiencepanel



Our Expectations of Trustees include

- **Being passionate about our vision and upholding our values**

We expect trustees to care passionately about what we do and why we do it, and to support and believe in our four core values; inclusion, immersion, connection and joy.

- **Actively participating in meetings & training**

We hold board meetings every 3 months by zoom, enabling us to welcome trustees based anywhere in the UK. Meetings last a maximum of 2 hours. Each trustee also participates in one of four 'Investment Principle' working groups that lead our activity to uphold the Arts Council's four Investment Principles; Environmental Responsibility, Inclusivity & Relevance, Dynamism and Ambition & Quality.

We also coordinate training to develop trustee skills which is held on zoom and in person, depending on the viability for trustees of traveling to participate in person.

We ask trustees to read and prepare for meetings and to come prepared to challenge, and to join training where feasible.

- **Taking an active interest in our work**

We ask trustees to come and watch shows and to meet and talk to our audience.

- **Representing Frozen Light**

We may ask trustees to represent the company at events or in meetings, if members of the core staff team are unavailable or a trustee is a more appropriate spokesperson.

- **Being curious and creative about possible opportunities and new ways of working for the company**

We welcome trustees who want to bring their ideas about and creative responses to our work.



The Legal Duties, Responsibilities and Liabilities of Trusteeship

As a charity

Frozen Light is a registered charity and all of our work is in pursuit of our published charitable objectives:

For the benefit of the public to relieve the charitable needs of people who are in need by reason of physical or mental disability, age, social or economic position or some other disadvantage by:

- The advancement of education in the performing and visual arts, in particular but not exclusively through the provision of sensory theatre and artist training workshops
- The promotion of social inclusion for the public benefit by preventing people from being socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

As a trustee you are responsible for ensuring that the Frozen Light team only pursues and spends its money on achieving these objectives and develops a strategy to do this successfully. You need to make sure we follow our governing document (in our case our memorandum and articles of association), charity law, company law and any other relevant legislation or regulations. You also need to ensure that we evaluate our progress, work efficiently, have appropriate policies and procedures in place, and are financially stable. Trustees volunteer their time and are only eligible to reclaim expenses incurred undertaking their trustee duties, eg. travel costs.

We recommend prospective trustees read the ‘Seven Principles of Public Life’ also known as the ‘Nolan Principles’:

www.gov.uk/government/publications/the-7-principles-of-public-life

As the director of a registered company

Frozen Light is also a company limited by guarantee. All of our trustees serve as directors of this not-for-profit company. You are responsible for ensuring that the company money is only spent in line with our charitable objectives but you are not financially liable. As a director your name (and address if choose) will be registered with Companies House.

You can access all our Annual Accounts as well as our Memorandum and Articles by searching for ‘Frozen Light’ at this link:

www.gov.uk/get-information-about-a-company

Safeguarding

Frozen Light recognises that its primary audience members are especially vulnerable to abuse because of their profound and multiple learning disabilities. We require all trustees to undertake a DBS check and participate in annual safeguarding training. The trustees share collective responsibility for ensuring that Frozen Light provides a caring, safe environment for all of the people who participate in the activities it creates.

What You Can Bring to Frozen Light

Frozen Light values any specific skills, knowledge, work or lived experience you have that would help the board of trustees reach sound decisions. We do not ask for any previous experience of being on a board. If you identify as disabled or are from a global majority community we are especially keen for you to bring your lived experience and perspective to our governance and strategic thinking. Above all we welcome applicants who share our passion to remove the barriers which mean only 12% of audiences at arts venues* identify as disabled yet 21% of the UK population identify as disabled, and who believe wholeheartedly in the joy that everyone can experience through live performance.

** at National Portfolio Organisation venues, financially supported by Arts Council England.*

Explore

We hope that being a Frozen Light trustee would enable you to gain valuable skills that would transfer into the workplace or other voluntary settings, as well as enjoyment from working as part of a team creating high quality theatre and pushing for social change. The experience of being on our board and having your voice and experience valued by our whole team may help you to gain confidence to explore new opportunities and decision making roles.

How to join us

If you are interested in becoming a trustee of Frozen Light please contact info@frozenlighttheatre.com why you would be interested in becoming a trustee and outlining any experience and / or skills that you could bring to the company. In the first instance we would welcome an informal chat and welcome prospective trustees to come and see a performance. We would then invite you to attend a trustee meeting as an observer. Successful applicants would be voted in formally at the next trustee meeting.

'Such an amazing way to bring theatre to our PMLD people, we travelled 1 and a half hours to see you and I thoroughly enjoyed seeing my son included, taking part and experiencing something he wouldn't ordinarily... His quality of life has improved just being here, and I know he matters.'

(Mother, Stephen Joseph Theatre, Scarborough)



Learn More About Us: Recommended Resources

This application pack is not exhaustive. Below are some recommended resources to introduce our work and our audience:

Explore

Our website: frozenlighttheatre.com - offers a wealth of resources, including information and videos of our past and current productions.

Our social media channels include:

Facebook@frozenlighttheatre

Instagram@frozenlighttheatre

Twitter@frozentheatre

Listen

During the Covid-19 crisis we created a podcast to help us stay in touch with the PMLD community and to amplify their voices: frozenlighttheatre.com/podcast

Read

Read our comprehensive evaluation report 'Raising the bar' which analyses the experience of our audiences who came to 'The Isle of Brimsker': frozenlighttheatre.com/evaluation-report

Watch

Watch our Youtube channel to see highlights of previous performances and interviews with audience members and the creative team: www.youtube.com/channel/UCF9rRRcDAkOCx1ZVXJsdJkw



A photograph of two women performing on stage. The woman in the foreground is wearing a light-colored jacket and has her mouth open as if singing or speaking into a microphone. The woman in the background is also performing, with her arms raised. The stage is lit with blue and purple lights, and there is a lot of pink and gold confetti falling around them.

Contact us

If you would like to discuss becoming a trustee of Frozen Light please email Amber & Lucy at info@frozenlighttheatre.com or call Lucy on 07737567965.

All Images: JMA Photography