



concrete
youth

TRUSTEE RECRUITMENT PACK

ABOUT CONCRETE YOUTH

Concrete Youth is a charity committed to increasing cultural provision for people labelled with profound and multiple learning disabilities (PMLD). Since our formation in 2019, we have engaged over 10,500 audience members across the UK and internationally, creating inclusive and sensory-rich experiences that champion accessibility and creativity. Our work is rooted in the belief that everyone deserves the opportunity to engage with the arts in meaningful and empowering ways.

Our touring department specialises in delivering multi-sensory theatrical productions that engage and inspire audiences of all abilities. From regional stages to large-scale venues, our productions bring stories to life in ways that foster connection and inclusivity. In 2024, we made history with the launch of *Sensory Cinders*, the first-ever West End production created specifically for audiences labelled with PMLD, marking a significant milestone in inclusive theatre.

Our education department has been recognised as a leader in sensory education, winning two consecutive Education & Training Awards for Best Sensory Education. Accredited by and delivered in partnership with Artsmark, our programmes are designed to provide the most inclusive, educational, and high-quality services to schools, organisations, and communities. Through these partnerships, we deliver impactful learning opportunities that nurture creativity and inclusion while empowering the next generation of theatre-makers and audiences.

As a research-led organisation, we are committed to ensuring that our work is informed by the latest methodologies and the needs of our audiences. Our senior management team combines academic research with practical experience, ensuring that our artistic and educational outputs remain innovative and deeply relevant.



THE FUTURE OF CONCRETE YOUTH

Our priority moving forward is to focus on strategic development that allows us to increase our audience reach and expand our team and organisational capacity. By strengthening our internal structures and resources, we can better support our growing audiences and deliver impactful, high-quality sensory theatre experiences.

We are committed to continuing with ambitious programming and education projects that push the boundaries of what sensory theatre can achieve, whilst ensuring exceptional quality. By expanding our creative offerings, we aim to ensure that sensory theatre continues to grow and that cultural provision for audiences labelled with profound and multiple learning disabilities is significantly increased.

Creating exceptional work remains at the core of our mission. We strive to produce innovative, immersive, and sensory-rich theatre that captivates and inspires, setting a benchmark for inclusive performance practices in the arts industry.

Additionally, we recognise the importance of nurturing emerging talent. We are dedicated to supporting artists and practitioners, providing them with the opportunities and resources needed to develop their practice. By doing so, we are investing in the next generation of sensory theatre companies and artists, ensuring the long-term sustainability and growth of the sector.



A WORD FROM OUR CHAIR, RAJWANT KAUR SINGH

I am thrilled to be stepping into the position of Chair of Concrete Youth at this exciting time. I first applied to be a Steering Group Member in 2021 and have never looked back. Not knowing how I could help, but knowing that I wanted to participate to the vision, energy and enthusiasm of this new and exciting changemaking charity, dedicated to creating research backed multi-sensory storytelling experiences to enhance the lives of people labelled with profound and multiple learning disabilities (PMLD).

Since that time, I've watched the impact of that work magnify. Maintaining roots and relationships in Hull, the team are now delivering accessible theatre nationwide and on the main stage. With the success of the first (ever!) accessible West End production, and continued growth of the education and touring departments into public spaces and festivals, we are challenging ideas, attitudes, and activities to ensure that high quality theatre is available to PMLD audiences. If that thought excites you, we welcome you to join us on this journey.

Concrete Youth has come so far in a such a short space of time thanks to the commitment of the team and the board to do the very best for our audience members, but we know this is just the beginning. We are excited to welcome new individuals and fresh perspectives to drive the future strategy and action planning for our small charity with big ambitions.



A WORD FROM OUR CHAIR, RAJWANT KAUR SINGH, CONTINUED

While the formality of the role comes with responsibility, what we value above all is a willingness to share and learn, a commitment to kindness and motivation to enhance the lives of our audience members with innovative multi-sensory theatre. There is never a dull moment on the board of Concrete Youth, the role promises to be thought-provoking, invigorating and inspiring, and great way to develop leadership and strategic skills. But be warned; enthusiasm and dedication at Concrete Youth is contagious.

RAJWANT KAUR SINGH

Chair



A WORD FROM OUR CHIEF EXECUTIVE, DANIEL SWIFT FRSA

At Concrete Youth, we are committed to making a profound impact on the lives of audiences labelled with profound and multiple learning disabilities. Our work is driven by passion, innovation, and an unwavering commitment to accessibility and inclusivity. Our trustees are deeply involved in our mission, bringing passion, expertise, and kindness to every aspect of our organisation. Their support and collaboration make working alongside them an absolute pleasure and empower us to continually reach new heights.

It's such an exciting time to join us at Concrete Youth. We are at a real turning point in our journey—a moment where we are poised to grow, develop, and take our work to the next level. With the success of our first West End production *Sensory Cinders* and the continued growth of our education and touring departments, we are expanding our impact and reaching more audiences than ever before.

By joining our Board of Trustees, you will play a vital role in shaping the future of Concrete Youth and ensuring that people labelled with profound and multiple learning disabilities have access to high-quality, inclusive, and sensory-rich theatre experiences. Together, we can continue to break new ground in the arts and make lasting change.

DANIEL SWIFT FRSA

Chief Executive & Artistic Director



A WORD FROM OUR OUTGOING CHAIR, SARAH PENNEY

Concrete Youth is an extraordinary organisation, dedicated to ensuring that everyone has the opportunity to experience exceptional theatre and cultural activities. Over the past four years, I've had the privilege of serving as Chair of the Board, during which time we have achieved incredible milestones.

Together, we became a registered charity, created the first-ever West End show specifically for audiences with profound and multiple learning disabilities, and toured the country with brilliant productions like *To the Moon and Back* and *Whispering Jungle*. Our pioneering education department has flourished, delivering sensory stories in extraordinary places and championing access for audiences who rarely get the chance to experience theatre.

Concrete Youth is a home for those who passionately believe in accessibility and cultural inclusion. As a future trustee, you'll be joining a committed board of generous leaders and a company that is constantly learning, growing and creating remarkable work.



A WORD FROM OUR OUTGOING CHAIR, SARAH PENNEY, CONTINUED

If this sounds like the right place for you, reach out to the team for an informal chat. I made that decision four years ago, and it has been an immense privilege. As I step down from my role at the end of my term, I do so with immense pride and gratitude, knowing that Concrete Youth will continue to make a meaningful impact to people with PMLD and their families. I will always remain a champion of their work and wish the company and its trustees every success for the future.

Welcome to the journey! Together, you'll help create extraordinary theatre that makes a difference.

SARAH PENNEY

Outgoing Chair



TRUSTEE INFORMATION

Current Recruitment

We are seeking a Treasurer, a Secretary, and additional Trustees to join our Board of Trustees.

Desired Expertise

We welcome applications by candidates from all backgrounds. However, we are particularly interested in applications from candidates with experience in: legal/HR, marketing/audience development, theatre producing, care work, professional and/or sensory theatre acting, financial planning and administration.

Trustee Role and Responsibilities

- Commit to Concrete Youth's vision and mission.
- Understand accessible and multi-sensory theatre.
- Uphold governance standards and charity legislation.
- Exercise integrity, strategic vision, and independent judgement.
- Provide strategic leadership and oversight.
- Devote necessary time and effort to trustee duties.
- Participate actively in Board meetings and organisational activities.
- Safeguard the charity's name and values.
- Ensure financial stability and proper resource management.
- Support fundraising and advocacy efforts.
- Offer expertise in relevant areas such as HR, legal, education, finance, or production.
- Attend at least three meetings per year and engage in relevant events and productions.
- Promote the organisation's work to networks and potential supporters.



TREASURER & SECRETARY RESPONSIBILITIES

Treasurer (in addition to Trustee Responsibilities):

- Oversee the charity's financial affairs and ensure financial viability.
- Maintain effective financial policies, procedures, and controls.
- Monitor and report on financial health and sustainability.
- Prepare and present financial reports, budgets, and forecasts to the Board.
- Advise on fundraising strategies and income generation.
- Ensure compliance with financial regulations and statutory reporting.
- Work closely with staff to develop financial strategies aligned with organisational goals.
- Support the Chief Executive & Artistic Director with the completion and submission of annual accounts.

Secretary (in addition to Trustee Responsibilities):

- Organise and coordinate Board meetings, ensuring timely communication.
- Prepare and distribute agendas and meeting papers in consultation with the Chair and Chief Executive & Artistic Director.
- Take, maintain, and circulate accurate and timely minutes of meetings.
- Manage governance documentation, including records of trustee decisions.
- Ensure compliance with legal and regulatory requirements related to governance.
- Facilitate trustee induction and ongoing development.
- Support policy reviews and updates.



APPLICATION INFORMATION

Commitment

The organisation is based in Hull City Centre and quarterly meetings are held digitally, with the aim of yearly meetings in Hull. Travel expenses can be covered. Trustees are expected to maintain regular communication with the Chief Executive & Artistic Director and relevant staff.

How to Apply

Please complete the application form on the post's webpage, complete with covering letter and CV. Upon submission, the form will indicate that the application has been received. If you do not see this message, your application has not been submitted. In the event of this, please email your application to jobs@concreteyouth.co.uk.

If you prefer to apply through alternative formats (video, voice recording, etc.), please do so. This can be emailed to jobs@concreteyouth.co.uk.

Deadline: Friday 28th February, 5pm.

Interviews will be held w/c 10th March. Successful candidates will be invited to a 'Get to Know Concrete Youth' event in Hull on 27th/28th March (exact date TBC).

Our audience comes from all walks of life, and so do we. We work with great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes our organisation stronger. If you share our values and our enthusiasm for inclusive theatre, you will find a home at Concrete Youth.

For informal enquiries, contact Daniel Swift FRSA, Chief Executive & Artistic Director, at daniel@concreteyouth.co.uk or Rajwant Kaur Singh, Chair at chair@concreteyouth.co.uk.





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