



Board of Trustees

RECRUITMENT PACK

Perth Theatre and Concert Hall
Mill Street
Perth PH1 5HZ



Who We Are

Central to local cultural life for over 125 years, Perth Theatre and Concert Hall create life affirming, shared experiences in the performing arts that ignite the imagination and make living more meaningful. Our world-class venues, award-winning programming and inclusive learning and engagement projects play an essential role in stimulating positive wellbeing within the communities we serve, benefitting the local economy and raising the profile of the area.

"I am but one of many who share the huge enjoyment and satisfaction that you have all given us." Supporter

One of Scotland's oldest theatres, founded in 1900, Perth Theatre reopened in 2017 following an extensive period of restoration and redevelopment. The transformed venue houses a traditional Victorian auditorium, new studio theatre, dedicated community rooms, café, and spacious and welcoming public areas. On top of its successful programme of own-produced and touring theatre, it supports the country's theatre ecology by providing talent development opportunities for early career artists, as well as research, development, rehearsal, and performance space for non-building-based companies.

"The theatre has all the character and intimacy... Love it and we just can't believe our luck." Audience Member

Devised as part of the city's millennium celebrations, and opened in 2005, Perth Concert Hall is a modern and elegant space that houses a similarly diverse programme of concerts, performances, talks, competitions, and events. Boasting an acoustically acclaimed auditorium, plus elegant studio space and flexible meeting rooms, it has established itself as a go-to venue for major music and comedy tours; is an exclusive, second home for Scotland's national orchestras, and a firm favourite on the conference circuit.

"Perfectly situated in the centre of Perth... the Concert Hall is just something special." Audience Member

Our Learning & Engagement team are the broker between our artists and our audiences, working in our venues, local community, and educational settings to create bespoke inspirational projects which are

fully integrated with our on-stage programme. These include our award-winning Gig on a Truck and Perth Youth Theatre, the longest-running youth theatre in Scotland. We deliver a range of regular, weekly classes in both music and drama for young people and adults where participants have the opportunity to work alongside professional theatre makers and musicians.

"I have been able to work with amazing directors that have let me explore my acting abilities." Perth Youth Theatre Member

Located within 90-minutes' travel time of 90% of Scotland's population, Perth Theatre and Concert Hall are a lynchpin in the country's arts infrastructure, and we are recognised as a sector leader, influencer, and innovator.

Perth Theatre and Concert Hall is the trading name of Horsecross Arts Ltd, the charitable organisation established in 2005 to run both venues. Horsecross Arts Ltd is registered in Scotland, no. SC301328 and a charity no. SC022400.



Structure

Perth Theatre and Concert Hall is a charity and company limited by guarantee, with a trading subsidiary - Horsecross Trading Ltd - which is used to maximise income through hires, catering, and other ancillary activity.

We are an Arm's Length External Organisation (ALEO) of Perth & Kinross Council which is also the sole member of the company limited by guarantee. Whilst operating as an independent charity, we work closely and in partnership with our parent local authority, who is also a major funder.

Board & Sub Committees

The Board consists of up to 12 members - 9 independent members, and 3 members appointed by Perth & Kinross Council. We are seeking to strengthen the skills of the Board to best support the organisation into the future. The full Board meets at least 4 times per year.

The Board have a sub-committee structure to focus on more detailed work:

Business Development Committee to oversee all Trading activities and income generation; Finance and General Purposes Committee to oversee financial matters, risk management and audit; Nominations Committee to oversee the appointment of new trustees and the appointment of the Chair, any Vice-Chairs and the Director; People Committee to oversee contracts and remuneration of the executive staff team, plus our People Policies and Health & Safety practice.

2025/26 – 2027/28

Currently celebrating the Theatre's 125th anniversary year, which also sees Perth Concert Hall turning 20, we were pleased to receive a significant increase in support from Creative Scotland. This is a great recognition of the critical role Perth Theatre and Concert Hall play in our community and the positive impact of our work on thousands of people.

With this funding, we have brought Perth Theatre fully back to its roots as a producing house alongside new Perth Concert Hall commissioning and residency programmes, enabling emerging and mid-career artists to develop their work whilst bringing inspiring and memorable experiences to our audiences. This investment ensures the arts are accessible to people from all backgrounds, offering more opportunities for young people and adults to explore their creativity and build confidence, providing safe and welcoming environments where everyone's voice can be heard.

Funding

Perth Theatre and Concert Hall is seeing growth in turnover reaching c. £5.7m in 2024/25. This is generated through ticket sales, hires, catering income and philanthropic support from individuals, trusts and foundations, and sponsorship.

Perth Theatre and Concert Hall receives core, major funding support from Perth & Kinross Council (£974K for 2025/26 under a Service Level Agreement), Creative Scotland (£736K per annum under their Multi-Year Funding programme) and the Gannochy Trust (£150K in 2025/26).

The organisation continues to work on developing its income sources, generating increased spend per head through its bars, developing its margin on other ancillary spend, increasing the level of core support from trust and foundation bids, and building philanthropic support from individuals. New business initiatives include the Perthshire Box Office which supports both Perth Theatre and Concert Hall, and other local organisations and events by providing a single-entry point to ticket buying for the region.



The Role of Trustee

Perth Theatre and Concert Hall is now seeking new trustees to support the organisation as it enters its next exciting phase of development, to ensure robust governance practices are in place, and to work closely with the Director on the future of the organisation.

The Board of Trustees governs the organisation, supported by the Executive Staff Team. The focus is on driving the organisation's continued growth and success, ensuring that there is a sustainable financial model to support our offer to the people of Perth & Kinross and the wider public. The general duties of a charity trustee are set out in law. All trustees are unpaid and give their time voluntarily.

We provide an induction to all trustees to ensure that they are fully aware of their legal duties as well as gaining an understanding of the organisation, its work, and beneficiaries.

In summary, a charity trustee:

- Seeks to ensure that the charity acts consistently with its purposes;
- Acts with care and diligence; charity trustees must manage the affairs of the charity with the same care and diligence that it is reasonable to expect of someone managing the affairs of another person;
- Puts the interests of the charity first, in circumstances capable of giving rise to conflict of interest between the charity and any person responsible for their appointment;
- Fulfils their duties under company law.

We ask our Trustees to adhere to the 7 Nolan Principles of Public Life. These are:

- Selflessness;
- Objectivity;
- Integrity;
- Accountability;
- Openness;
- Leadership.

Time Commitment

The Board meets formally at least 4 times per year, with additional meetings if required. We also hope to undertake an annual Board away day with the Executive Team and members may be asked to sit on sub-committees.

All members are regularly required to represent the Board at performances, events, and stakeholder engagement throughout the year. There is a further expectation that invitations are extended to your network to attend such events and you recognise that fundraising is a priority and the responsibility of everyone in the charity.

Board meetings take place in person, though some sub-committee and ad-hoc meetings occur online.

IDEA – Inclusion, Diversity, Equality & Accessibility

Perth Theatre and Concert Hall is working to ensure our organisation is fully representative of the communities we engage with locally and nationally. We believe in the transformative power of the performing arts and understand that embracing diversity of backgrounds, experiences, skills, cultures, and outlooks is critical to fulfilling our Vision.

We start from a position of inclusion being fundamental to all our activities. We are committed to providing life-enhancing experiences for



everyone, whatever their age, background, ethnicity, gender, geographical location, physical or mental ability, religion, sexual orientation, social conditions, work or employment status. Necessarily, our approach steps beyond the letter of the law to achieve this.

Our commitment to IDEA will be central to all our policies and processes, from recruitment and operations to the delivery of our public engagement, performances, and events. Undertaking continual review and training, we will closely monitor, and be transparent about, our progress.

Vision & Mission

"To ensure the performing arts are essential to our communities."

From our base in Perth City and across Scotland at large, our mission is to use the performing arts to inspire, explore, connect and educate, as sustainably as possible:

Inspire - as a source of entertainment, enlightenment, joy and wellbeing;

Explore - forging into the new, inventing fresh approaches and developing different ways of working;

Connect - with our communities, meeting their needs, striving to include everyone;

Educate - by supporting learning and training across our whole range of activities for staff, participants, the sector and future generations.

Skills and Experience of Prospective Trustees

All our trustees need:

- Integrity and a successful record of achievement regardless of age, profession, or other characteristics;
- An ability to work successfully as part of a team and co-operate with other members of the Board and the Executive Team;
- A genuine interest in and commitment to Perth Theatre and Concert Hall's activities and a willingness to learn about the context in which it operates;
- To exercise discretion at all times and not disclose confidential information to any third party without the agreement of the Board;
- Independence and no conflicts of interest with those of Perth Theatre and Concert Hall. The charity requires all trustees to declare their interests which are kept on a register.

In addition to the above, Perth Theatre and Concert Hall is seeking trustees with specific professional skills and experience in one or more areas below:

- Financial Experience – providing advice and guidance to Finance leadership;
- Legal Experience – providing guidance on legal matters to Executive Leadership.

How to Apply

The Nominations Committee will assess all applications and meet with those whose skills and experience match the person specification (above) most closely.

Application is by CV and covering letter to Hayley Morris, Executive Assistant: [**hayleymm@perththeatreandconcerthall.com**](mailto:hayleymm@perththeatreandconcerthall.com)

Deadline for applications is 17:00 on Monday 6 October.

For an informal conversation with either Vanessa Rawlings-Jackson, Chair of Trustees or the Director, Christopher Glasgow, please contact Hayley Morris, Executive Assistant: [**hayleymm@perththeatreandconcerthall.com**](mailto:hayleymm@perththeatreandconcerthall.com)

