Chair of Trustees

RECRUITMENT INFORMATION PACK

Ramps on the Moon



Ramps on the Moon is seeking a new Chair to lead the Board of Trustees. The Chair will be key in helping us to deliver our mission.

**About Ramps on the Moon**

We exist to enrich the stories we tell in the cultural industries, and the ways we tell them, by elevating the place of disabled people in the mainstream.

Our vision is a mainstream cultural sector free of ableism, in which disabled people can develop ambition, gain skills, work, innovate, fail, learn, thrive and flourish, making impact in the cultural landscape of the UK and beyond.

Ramps began its life in 2015 following a successful tour of *The Threepenny Opera*, a co-production between Graeae Theatre, The New Wolsey in Ipswich, Leeds (then West Yorkshire) Playhouse, Nottingham Playhouse and Birmingham REP. Ramps was funded by Arts Council England for 8 years and operated as a consortium of 6 mid-scale mainstream producing theatres.

Ramps became known for large scale mainstage productions such as *The Who’s Tommy* (2016, New Wolsey Theatre) and *Much Ado About Nothing* (2022, Sheffield Theatres), but there was also a lot of work going on offstage to remove the barriers experienced by disabled people to the mainstream cultural sector.

Mainstreaming the Social Model of Disability is core. Ramps is anchored in the Social Model, advocating for it and demonstrating its efficacy through the work that partners have made.

Consortium partners have reported some key benefits of their work with Ramps on the Moon:

* Greater confidence in implementing disability equality
* Greater confidence and transparency in talking about disability equality
* Widening the pool of skills and talent they can tap into
* Elevating the quality of the work they make
* Audience development

The impact of Ramps has reached into the wider industry and beyond: eg we have contributed to panels for companies working in opera, ballet and dance, visual arts and cinema. We have worked with the Royal Opera House and HQ Theatres. We have also had international impact, eg in Finland and Germany, and we had key presence at the Luminous Festival in China in 2020 and the 2023 No Limits Festival in Hong Kong.

In 2023 Ramps was awarded funding by the Esmée Fairbairn Foundation to begin in April 2024 until March 2026.

Whilst we still retain the original vision and mission, we need to push further in order to achieve the change we are seeking. We are working to shift the conversation in the sector from ‘access’, or even ‘disability equality’ to anti-ableism and we are delivering a series of workshops to a cohort of organisations to enable them to embed anti-ableism.

Alongside the cohort activity, we remain responsive to the needs of the sector and deliver training and consultancy to effect systemic change.

# **Role Description – Chair of the Board of Trustees**

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| Responsible to  | Board of Trustees  |
| Responsible for  | Supporting the Director for Change, advocating for Ramps on the Moon  |
| Start date  | Spring 2025  |
| Term  | Three years, potentially renewable for a second term of three years subject to review.  |
| Location  | Sheffield, subject to Board agreement  |
| Time commitment  | Around 15 days per year, including four Board Meetings per year, subcommittee meetings as required (eg finance), and a yearly away-day. This also includes the Chair meeting with the Director for Change to discuss operational matters, at times to be mutually agreed. The Chair will also be invited to attend Ramps events and will be needed take part in Trustee recruitment, which may add to the time commitment.  |
| Remuneration  | The role of Chair is not accompanied by any financial remuneration, although travel and access expenses may be claimed, in line with [guidance](https://www.gov.uk/government/publications/trustee-expenses-and-payments-cc11/trustee-expenses-and-payments#payment-of-expenses-to-a-trustee) provided by the Charity Commission.  |

# **Responsibilities**

The Chair will lead the Board, and in partnership with the Director for Change, guide the strategic development of Ramps on the Moon. This breaks down across the following areas:

Strategy and planning

* Ensure that the board works closely with the Director for Change to devise appropriate plans and that effective recording, monitoring and oversight of the implementation of those plans are in place.
* Work with the appropriate Trustees and team members to scrutinise budgets and ensure financial resilience.
* Ensure that the Board regularly reviews major risks and associated opportunities and satisfies itself that Ramps is in a place to take advantage of opportunities and manage and mitigate the risks.
* Sensibly encourage positive change and risk-taking where appropriate.
* Provide leadership and support through committing the required time to the role and being accessible and available to Ramps if there are periods of crisis.

Leadership of the Board

* Provide effective leadership, direction, and governance of the Board of Trustees, enabling them to fulfil their responsibilities for Ramps’ overall governance and strategic development.
* Ensure that the performance of the Board as a group and individual Trustees is reviewed routinely with appropriate frequency, that skills audits and other established or emerging good practices are undertaken and maintained.
* Build an inclusive, cohesive, and collaborative board culture ensuring clarity of purpose, accountability and effectiveness and support all Trustees in maximising their contribution and making good use of individual skills, experience and industry contacts.
* Ensure that the Board of Trustees is regularly refreshed and maintains the right balance of skills, knowledge and experience needed to govern and lead the charity.

Board meetings

* Plan, chair and facilitate Board meetings efficiently, collaboratively and ensuring that meetings are action-driven.
* Monitor that decisions taken at meetings are recorded and implemented.
* Lead on setting up appropriate sub-committees and appointing chairs. Monitor subcommittees’ performance and check on actions arising from them.
* Ensure that professional standards are maintained within all Board meetings and processes and that Ramps’ values of collaboration and respect are upheld in all the decisions and decision-making processes of the Board.

Governance

* Work with Trustees and the Director for Change to further the growth and successful achievement of Ramps’ objectives.
* Ensure the Board of Trustees fulfils its responsibilities for the governance of Ramps on the Moon.
* Review and ensure the governance of Ramps is suitable for its needs.

Support for the Director for Change

* Review and appraise the performance of the Director for Change regularly, as well as providing ongoing support and being a “sounding board”.
* Ensure that the Director for Change has the opportunity for professional development and has appropriate professional support.

Advocacy

* Advocate for Ramps on the Moon externally, building the profile of its brand and helping to establish and strengthen opportunities.
* Make the most of relevant professional and/or personal networks across the sector, to advance the interests of Ramps on the Moon.
* Represent Ramps at key events. Act as a spokesperson for Ramps when appropriate.

In addition, we expect the Chair of the Board to adhere to the seven principles of public life as defined by the Nolan Committee. These are selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

These tasks are indicative only and not exhaustive. The Chair will be expected to perform reasonable additional duties.

You can find out more at <https://rampsonthemoon.co.uk>

# **What will you get in return?**

Ramps on the Moon commits to

* Meeting your access requirements, including your travel requirements
* Providing an induction to Ramps on the Moon
* Letting you know what we are doing and where appropriate to invite you to events so that you are able to connect fully with our work and advocate for Ramps on the Moon and our vision to change the cultural sector
* Remaining open to your feedback and suggestions.

# **Person Specification**

The Chair of Ramps on the Moon will be passionate about Ramps’ mission and passionate and knowledgeable about the landscape in which we operate.

* Commitment to Ramps’ mission and values and a willingness to devote time to carry out the responsibilities of the role.
* Awareness of and commitment to high principles and standards of professional practice, always considering Ramps’ reputation.
* Previous experience as a Trustee.
* Experience of working (in any capacity) and building relationships in the arts sector.
* Experience in providing leadership at strategic level and bringing people along on the journey.
* Integrity and an ability to exercise fair judgement.
* Ability to think creatively in the context of Ramps on the Moon, its client base, and the arts sector.
* Ability to support, challenge and act as a sounding board to the Director for Change.
* Confidence and willingness to represent Ramps at events, workshops, and meetings in an ambassadorial capacity.
* Experience as leading trustee / Chair of the Board in a charity.
* Connections to networks that may be advantageous to Ramps on the Moon.
* Experience and ability of managing external stakeholders, such as art bodies, grant makers, Government etc.

# **How to apply**

Please send a letter or video outlining your relevant experience and suitability for the role to Michèle Taylor, Director for Change, at

michele@rampsonthemoon.co.uk