



Tonic Theatre CIO

Trustees

April 2021

About Tonic

Tonic is an independent organisation and charity established in 2011 that works with arts and cultural organisations to achieve greater equality, diversity and inclusion. We are now a leading agent for change with a proven track record of enabling organisations to deliver lasting, positive results through our wide programme of work that encompasses [training, consultancy, research and cross-sector projects and programmes](#).

The impact of our interventions, both on the organisations we have worked with and, by extension, the wider industry is profound, and we are now seeking to recruit new trustees to our Board to support and grow our work in the coming years.

“The work the National Theatre have been doing with Tonic is enhancing our understanding with both nuance and vision. In fact, Tonic has become increasingly pivotal in helping the entire industry raise its game.” - Rufus Norris, Director, National Theatre

“What’s great about Tonic is that it’s not superficial. The work it’s doing is subtle, nuanced and in depth and that’s what I really appreciate about Tonic.” - Indhu Rubasingham, Artistic Director, Kiln Theatre

Having begun in theatre, the success of Tonic’s approach saw demand for our work extend into other areas of the performing arts, particularly dance and opera. Today we continue to work extensively in these fields whilst also increasingly expanding into a range of other areas including music, heritage and museums, television drama and the wider cultural sector. When we began, Tonic’s focus was purely targeted at improving the situation for women and girls in the theatre industry. While this remains an important aspect of what we do - as demonstrated through projects such as our [Platform](#) series, our [Empower](#) programme, and the [Tonic Awards](#) - we now look at equality, diversity and inclusion more holistically. In particular, we are keen to work in an intersectional manner and to support organisations to create working practices and policies that are inclusive of everyone.

Tonic takes pride in working across the arts ecosystem. We work with venues, producers, festivals, training institutions, businesses in the arts ‘supply chain’, membership bodies, and amateur and community groups. We’ve developed multi-year relationships with some of the biggest performing arts organisations in the country (the National Theatre, Royal Opera House, Royal Shakespeare Company, Sadler’s Wells), work with micro-companies operating on a hyper-local basis, and with organisations of all shapes and sizes in between. Through our [books](#), [online resources](#) and [industry-facing events](#), freelancers and other individuals can engage in our work too.

Tonic has been incredibly busy throughout the pandemic. There has been a surge in demand for our work as organisations seek to use this period to educate themselves and review their working practices prior to reopening/resuming their full programmes of activity. As the sector emerges into a post-pandemic world, Tonic will be paying close attention to the developing needs of the sector so that we can best adapt and expand our existing programme to respond accordingly.

What we're looking for

Looking ahead our vision over the next five years is to grow by deepening our work in the areas of arts and culture we already work in, while simultaneously expanding into new ones. Therefore we are seeking to recruit up to four new trustees to help drive the organisation to the next level. We are particularly interested to hear from applicants with expertise in the following areas:

- Digital Marketing
- Finance
- Fundraising
- HR/Employment Law

We are not necessarily expecting applicants to have had previous charity board experience. However, all applicants should have a commitment to equality, diversity and inclusion plus professional experience and/or a personal interest in the arts and culture.

More information on Tonic's existing Board of trustees can be found [here](#).

Commitment

We are looking for trustees who can commit to:

- Four Board meetings per year (approximately two hours each). These are generally held on weeknight evenings.
- One Board away day per year. These are generally held on a weekend.
- An appointment for a five-year period (trustees may stand for re-election for an additional term)
- As a small charity, Tonic's Board tends to adopt a hands-on, engaged approach and - where possible around their other commitments - are willing to help out on an ad-hoc basis as required, i.e. at Tonic events or on sub-committees

There is no remuneration other than essential expenses in connection with bona fide Tonic business and agreed in advance with the Director. If you have any questions or would like to have an informal conversation about Tonic or the trustee role prior to making an application please contact Tonic's Director Lucy Kerbel, lucy@tonictheatre.co.uk.

If you would like to apply, please send your CV with a covering letter detailing why you would like to be a trustee for Tonic and what you think you can bring to the role to chair@tonictheatre.co.uk. Please also complete an equal opportunities monitoring form [here](#).

Deadline: Monday 17 May 2021