



**STARCATCHERS**

**TRUSTEE RECRUITMENT PACK**

Photo credit: Brian Hartley



# ABOUT STARCATCHERS

Starcatchers is Scotland's arts and early years organisation. We champion exceptional, innovative arts and creative experiences for our youngest children, those aged from birth to 5 years old and their parents and carers. The voice, needs and interests of this audience are at the heart of all our activity, providing inspiration and provocation in the development of projects and programmes. Our work is created by highly specialist artists who are attuned to the requirements of making work for and with this unique age group. Supported by nearly 20 years of high-quality work, evidenced through research and evaluation, Starcatchers is recognised around the world as being at the forefront of artistic practice for Early Years.

Our work is delivered through a 4-pillared programme of activity:

## **Artist Development**

Our Artist Development strand supports artists to develop their practice and make work for our unique audience. We provide artists with opportunities to be inspired and explore creating work for and with babies and young children. We develop new production ideas that will become future Starcatchers' productions, and we create four new productions for the birth – 5 age group which we tour to venues and community spaces across Scotland and internationally.

## **Community Engagement**

Our Community Engagement activity is focused on the continuation and development of our programmes in Wester Hailes where the organisation is based, and in Fife. We deliver consistent, long-term activities that respond to the needs, interests and voices of the babies, young children and parents and carers we work with. The Starcatchers artists leading this work are specialists who take a rights-based, trauma-informed approach to working with families who experience a range of challenges in their lives.

## **Early Years Development**

Our Early Years Development programme provides inspiration and support to Early Learning and Childcare (ELC) practitioners encouraging them to explore their creative learning and use the arts in their daily practice with babies and young children in their care. We deliver our pioneering Creative Skills Programme with Local Authorities and Further Education Colleges as well as a range of other programmes and projects that respond to the needs of the workforce.

## **Advocacy**

Our Advocacy activity champions the rights of babies and young children to arts and culture but also share how engaging and participating in the arts can enable them to realise their rights more broadly. A key focus in recent years has been our Voice of the Baby work with the Royal Conservatoire of Scotland and Queen Margaret University.

# STARCATCHERS VISION AND MISSION

**Our vision** is that Scotland's youngest children, those from birth – 5 years old realise their rights under the United Nations Convention on the Rights of the Child (UNCRC) through arts and creative experiences that bring joy and wonder, igniting curiosity in early childhood.

**Our mission** is to inspire our youngest children, those from birth – 5 years old through their engagement and participation in high quality live performances and arts experiences that reflect their needs, interests and voice; and that these experiences enable them to realise their rights, regardless of where they live or their background.

Starcatchers offers innovative, beautiful, collaborative arts and creative experiences that babies, toddlers and very young children can share with their parents and carers. Engaging with and participating in these activities brings joy and wonder, fostering the understanding that very young children are creative agents with their own capabilities and voices. Placing the child's voice at the heart of everything we do also means looking after things that are central to children's wellbeing. This means making strong choices to actively support diversity and inclusion so that all babies can grow up in a more equal and just society. It also means a commitment to climate action, carbon reduction and new models of sustainable working.

Starcatchers was founded to provide our youngest children with the opportunity to experience theatre and the arts. Integral to that was the belief that all children, regardless of their age and stage of development, have a right to access arts and cultural life as outlined in Article 31 of the UNCRC. We believe that Scotland should be the best place in the world to grow up and that Starcatchers, as the national Arts and Early Years Organisation, has an integral role to play in achieving this goal.

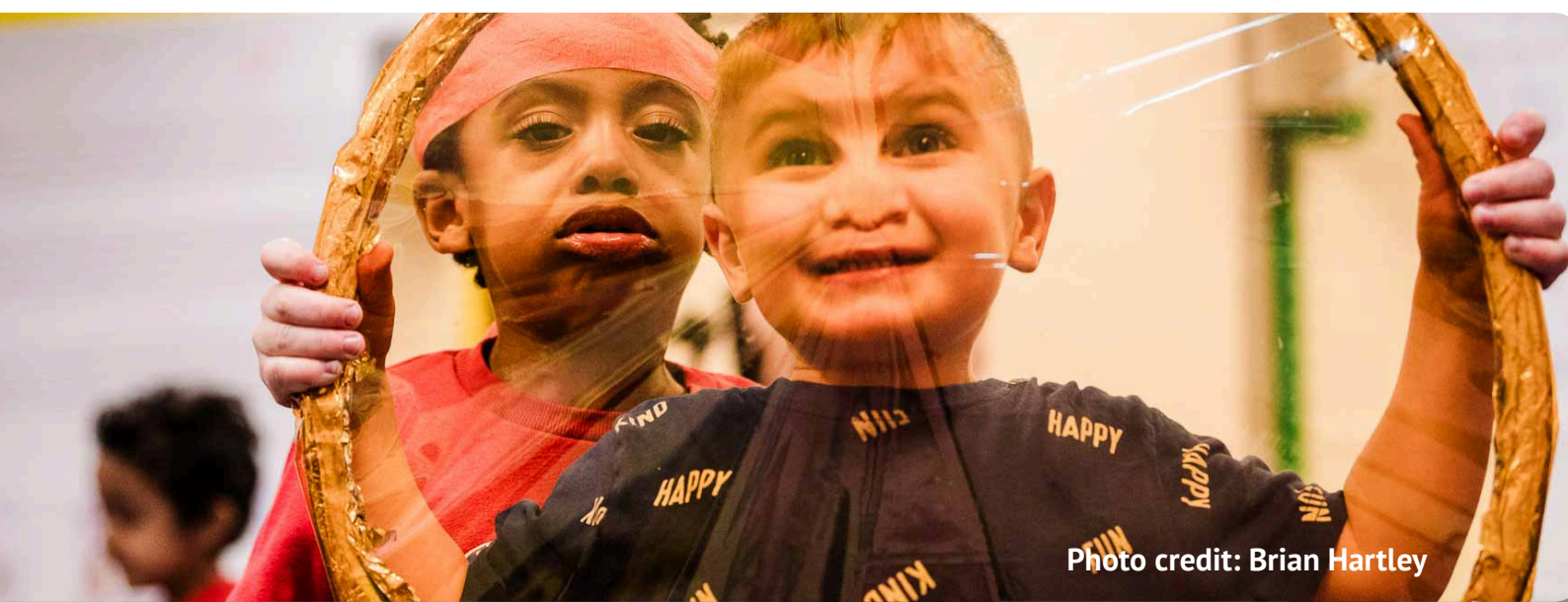


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# OUR VALUES



## **Creative and Curious**

We believe in the innate creative capacity we all have and we know that nurturing curiosity and asking questions allows us to create and deliver exciting, innovative work.



## **Bold and Brave**

We are unafraid of new ideas and taking risks. We want to be pioneers, challenging perceptions of what can be made or shared with babies, toddlers and young children.



## **Collaborative and Connected**

We celebrate our existing partnerships and seek out new relationships in the knowledge that our work is stronger because we are working with others who have diverse backgrounds and different expertise. We are open and care about those we work with ensuring that all voices are heard and respected.



## **Reflective and Responsive**

We are a reflective organisation. We want to learn from the work we have delivered, understanding the successes and challenges to inform what we do next, and sharing our experience openly so as others can also learn from what we have done.

For further information about Starcatchers, please visit [www.starcatchers.org.uk](http://www.starcatchers.org.uk)

## THE TRUSTEE ROLE

As a trustee, you will be responsible for providing overall governance to Starcatchers with the Chair and the rest of the Board, ensuring we are working to our vision and mission, and upholding our values. Trustees are expected to attend Board meetings, which are held four times a year, currently on Tuesday evenings, usually in February, May, September and November. These are held online, with one in-person meeting in Edinburgh (usually November). There is also an annual Board development day that Trustees are expected to attend. Travel, accommodation and childcare expenses are available for all meetings for those who live outwith Edinburgh, as well as support with access requirements and reasonable adjustments.

You must be able to give the necessary time to being an effective trustee, including reading reports and Board papers, attending Board meetings, and participating in sub-committees. Board papers are issued one week in advance of Board meetings and take 60-90 minutes to read. We also invite Trustees to attend major events, for example performances and conferences. As with all charities, the role of a Trustee is voluntary, which means Trustees are not paid for their time, but we can reimburse people for expenses incurred through travel to attend Board meetings. Trustees are appointed for an initial term of three years. The maximum a trustee can serve is x2 three-year terms.

Having an effective and expert Board of Trustees is essential for the ongoing success and development of our charity. Our current Board includes volunteers from the arts, children's wellbeing, children's rights, and finance backgrounds. As we develop and implement our strategic priorities we are looking to extend and deepen the skills and expertise on our board. We seek volunteers to act as a critical friend to Starcatchers' executive staff, as well as fulfil the governance role required of a board member.

We have the opportunity to appoint up to four new Trustees to work with the existing board and staff to help us achieve our goals. Although some previous Board experience would be beneficial, we are looking for prospective Trustees who can demonstrate an interest and commitment to Starcatchers' purpose and values.



# TRUSTEE SPECIFICATION

**Title of post:** Trustee

**Accountable to:** Chair of the Board

**Conditions:** Voluntary

**Hours:** 4 Board meetings per year, plus other events. Initial term of 3 years.

## SPECIFIC DUTIES AND RESPONSIBILITIES

For information on the roles of responsibilities of becoming a board member, please refer to: <https://www.oscr.org.uk/managing-a-charity/trustee-duties/>

### Personal Qualities

- Leadership skills
- Ability to think strategically and imaginatively
- Approachable, empathetic manner
- Analytical and problem-solving skills
- Energy and commitment
- Understanding and passion for the role creativity plays within child development and education

Starcatchers believes that diversity supports excellence, and we are actively recruiting those who identify as being historically excluded from governance roles across all forms of inequality and intersectionality of discriminations. It is our aim to mirror the diversity of Scotland's children in our governance, management, and artistic teams. We are particularly interested in recruiting board members who are connected to the communities where we work - in Wester Hailes, in Cowdenbeath and Dunfermline in Fife. We are also keen to meet people who have strong finance, fundraising or HR/legal skills.

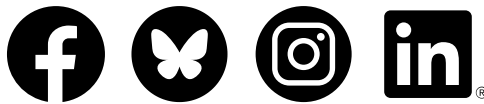
If you have previously thought that you don't fit the traditional profile of a board member, and you are inspired to contribute to our work, then we want to hear from you.

## FOR MORE INFORMATION

To apply for the role or to have an informal conversation in the first instance please contact one of the Co-Chief Executives; Heather Armstrong [heather.armstrong@starcatchers.org.uk](mailto:heather.armstrong@starcatchers.org.uk) or Jennifer Phillips [jennifer.phillips@starcatchers.org.uk](mailto:jennifer.phillips@starcatchers.org.uk).



[STARCATCHERS.ORG.UK](http://STARCATCHERS.ORG.UK)



@starcatchersuk



Registered and mailing address: Whale Arts Agency, 30 Westburn Grove, Edinburgh EH14 2SA  
Starcatchers Productions is a limited company (SC392561) and Scottish charity (SC042222).