

LIVERPOOL'S ROYAL COURT

Trustee Recruitment Pack

August 2026

Supporters



Supported using public funding by
**ARTS COUNCIL
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Liverpool's Royal Court is looking for new trustees with particular skills in finance and/or HR to join the Board. These are voluntary roles with a term of 3 years initially, with the option to serve for another 3-year term.

About Liverpool's Royal Court

The Royal Court Theatre is one of Liverpool's most beloved and distinctive cultural institutions, with a proud tradition of producing and presenting bold, entertaining and locally resonant theatre. With its central location opposite St George's Hall and Lime Street Station, the theatre sits at the heart of Liverpool's vibrant cultural landscape. We present real "Liverpool lives on stage", championing working-class stories, local talent and genuine community engagement, and have built a national reputation for new work that speaks directly to our city and its people.

Royal Court Liverpool Ltd (RCLL) is the charity that governs the theatre and its operations, working alongside building charity Royal Court Liverpool Trust Ltd, which has responsibility for the theatre's buildings and estate.

Mission

To entertain, educate and uplift people by creating an environment that makes theatre accessible to all and strengthens the cultural fabric of Liverpool.

Vision

That the theatre is a space where everyone, regardless of background or experience with the arts, feels welcomed and inspired. Our stage is a platform for innovation, creativity and collaboration and we strive to nurture the next generation of artists and audiences alike.

Belief

That the theatre speaks to the experiences and aspirations of the people of Liverpool and is dedicated to representing the city's vibrant culture and heritage.



Role of a Trustee

As a Trustee, you will play a crucial role in the governance and strategic direction of Royal Court Liverpool Ltd. Trustees ensure the organisation fulfils its mission, operates ethically, and remains financially sustainable. They provide leadership, oversight and support to the senior management team.

Term: Initially a 3-year term, with the option of a further 3-year term.

Time commitment: An average of 1–2 days per month. This includes four full Board meetings a year, plus any sub-committee meetings relevant to your role. Trustees are also encouraged to attend opening nights (around 7 main house shows and 2–3 Studio productions per year) and may occasionally represent the charity at meetings with funders and stakeholders.

General Responsibilities

- Regularly attend Board meetings (4 per annum) and any sub-committee meetings (up to 4 per annum)
- Engage respectfully with Board debate and discussion, staying motivated by the company's best interests and maintaining confidentiality where required
- Uphold the fiduciary duty of the role, acting in a way that builds public confidence and trust in the company
- Actively contribute to strategic planning and decision-making
- Ensure the charity operates within the legal and regulatory framework of the sector and its own governing document
- Review and approve policies, procedures and organisational documentation
- Help identify and assess risks to the charity, and support the development of mitigation strategies



Purpose of the Finance Role

To provide the Board with financial expertise and oversight, helping ensure LRC remains financially sound, well governed and able to sustain its artistic and community programme.

Specific Responsibilities

- Work with the CEO and senior management on budgeting, management accounts and financial planning
- Review and interpret financial statements, budgets and forecasts, and advise the Board on their implications
- Advise on financial risk, reserves policy, and long-term financial sustainability
- Support the Board in scrutinising major financial decisions, contracts and capital projects
- Liaise with external auditors as required and help ensure robust financial controls are in place
- Help translate complex financial information for fellow Trustees who may not have a finance background

Person Specification

- A qualified accountant (e.g. ACA, ACCA, CIMA) or senior finance professional with experience of charity, arts, or not-for-profit finance (desirable but not essential)
- Experience of budget-setting, financial reporting and risk management, ideally at board or senior management level
- Ability to explain financial matters clearly to a non-specialist audience
- A genuine interest in theatre, the arts, and Liverpool's cultural life



Purpose of the HR Role

To provide the Board with HR expertise and oversight, helping to ensure LRC policies, procedures and employment practices meet legal, regulatory and best-practice governance requirements.

Specific Responsibilities

- Approve HR policies (pay philosophy, disciplinary procedures, equal opportunity policies, safeguarding)
- Ensure the organisation is legally compliant with employment law
- Oversee succession planning for senior leadership
- Ensure adequate insurance and risk management around employment practices

Person Specification

- Senior-level HR experience, ideally CIPD qualified or equivalent
- Sound understanding of UK employment law and its practical application
- Experience developing or overseeing HR policies, safeguarding and disciplinary/grievance processes
- Experience of organisational change, restructuring, or workforce planning
- A genuine interest in theatre, the arts and Liverpool’s cultural life



How To Apply

We are actively increasing diversity across the organisation and warmly welcome applications from individuals with lived experience, people of the Global Majority, and those from historically underrepresented communities.

Please send a CV and a short cover letter (one page is plenty) to:

HR@liverpoolsroyalcourt.com

If you'd like to chat about either of the roles, we can arrange a call with our CEO, Gillian Miller, and/or Chair of Trustees, Kate Haldane.

If you need this information in a different format, we are happy to provide it in large print or audio. Just let us know at

HR@liverpoolsroyalcourt.com

Closing date for applications is: **Monday, 21 September 2026.**