

15th November 2017

Dear Applicant

Thank you for your interest in the Everyman and Playhouse Theatres.

Community Engagement Coordinator Ref: LHMC17

This is a fixed term contract to cover a period of maternity leave from January / February 2018 until end of January 2019

Please find enclosed an application pack, which provides the following information:

- Background Information
- Job Description and Person Specification
- Application Form
- Equal Opportunities Policy
- Monitoring Form

The deadline for applications is **Monday 11th December 2017 at 9:00am.**

Please apply in writing, using the application form enclosed, stating why you are interested in the post and detailing what skills and experience you would bring to it.

You should also submit the names of two referees, one of whom should be your current or most recent employer, indicating at what stage of the application process they may be approached.

Please note that only applications submitted on an application form will be considered, and we will not accept applications by CV.

Applications should be sent electronically to:

recruitment@everymanplayhouse.com

Please include the job reference: **LHMC17** in the subject line, and a contact telephone number in the main body of the message.

Completed applications may also be returned to:

Recruitment - Ref: LHMC17

Liverpool Everyman and Playhouse
Everyman Theatre
5-11 Hope Street
Liverpool L1 9BH

All applicants will be advised on the outcome of their application in writing.
Interviews will be held in Liverpool on the **15th December 2017.**

I look forward to receiving your application.

Yours faithfully

Victoria Adlard
Head of Administration



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Liverpool L1 9BH

Administration
+44 (0)151 708 3700

Box Office
+44 (0)151 709 4776

www.everymanplayhouse.com

info@everymanplayhouse.com

Artistic Director
Gemma Bodinetz

Executive Director
Deborah Aydon



The Everyman & Playhouse

The E&P is a local artistic force with national significance and an international reputation. Our two theatres are united by our passion for our art-form, our love of our city and our unwavering belief that theatre at its best can transform lives.

Our mission is to reflect the aspirations and concerns of our audiences, to dazzle and inspire them, welcome and connect with them, nurture the artists within them and fuel their civic pride. Wherever these connections happen – whether in our theatres, in the community, in schools, or outside Liverpool – we hope to ignite the imagination, explore what it is to be human and always to exceed expectation.

“The Everyman provided me and many others with the courage to follow our dreams and pursue a career in theatre. Now it can do the same for a whole new generation and act as a creative heart in the city.”

David Morrissey

Our Work

The opening of the new Everyman in 2014 propelled us into a new and exciting era. The new theatre opened up many possibilities for artistic development and experience; for participation and involvement, and for building our relationship with a wide range of audiences. With the two theatres now reunited, there is an opportunity for the programme at each venue to complement the other in new ways, and across the two very different theatres – one a 400-seat thrust, the other a 670-seat proscenium – for us to produce and present the richest range of work for the widest audience.

Our Young Everyman Playhouse programme (YEP) is much more than a youth theatre, it is a ground-breaking, multi-disciplinary talent development programme. We have profound relationships in the communities of Merseyside, nurtured through an extensive and innovative outreach and education programme, and believe passionately that the creation, delivery and experience of the highest quality theatre must be open to all.

The Future

As both theatres embark on an exciting new chapter in their illustrious histories, we intend to build on the exceptional track record of recent years, seize the possibilities we have created, and build a dazzling future for these theatres, their artists and their audiences.

With an eye on the changing landscape of theatre, we are delivering a new artistic model that will increase our creative autonomy, connect even more strongly with audiences and, as part of the holistic development of our overall business model, enhance the E&P’s financial resilience.

The season of productions to be performed by the resident acting company at the Everyman in 2018 has been announced. The Company will comprise of 14 actors, performing in 4 productions over five months. Building on the success of *Fiddler on the Roof*, we’ll open the 2018 season with another classic Broadway show: Lerner and Loewe’s musical *Paint Your Wagon*.

There will also be an adaptation of Anthony Burgess' dystopian novel *A Clockwork Orange*, a contemporary production of Shakespeare's *Othello* and a re-imagining of Henrik Ibsen's *Peer Gynt*, relocated to 20th Century Liverpool by writer Robert Farquhar. At the Playhouse, high quality visiting work will take to the stage to bring some of the finest storytellers and theatre – makers to visit the city as part of our residencies' programme.

Engagement Department

The Department focuses on engaging audiences, educational establishments, young people, communities facing disadvantage and marginalised people in experiencing theatre. The programmes are varied, involving partnerships with a range of social and educational organisations and services. E&P has a dual artistic and social purpose and Diversity and Inclusion are an essential part of what we do at e&P. The Community programme aims to establish high quality engagement practice of artistic and social value, inspired by and supported by the Everyman Company and Playhouse Residencies. Together, working with partners, we aim to solve shared social problems through enabling more people to experience theatre. This involves reflecting the diversity of our city, encouraging dreams and aspirations and empowering the most vulnerable and future generation to sustain the city's cultural and social development.

For more information please visit www.everymanplayhouse.com



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Thanks to the City of Liverpool for its financial support



COMMUNITY ENGAGEMENT COORDINATOR

This is a fixed term contract to cover a period of maternity leave from mid January / February 2018 – end of January 2019

Title Community Engagement Coordinator

Reporting to Engagement Director

Responsible for Freelance staff, interns and volunteers

Purpose of Role

- To support the planning and delivery of the Community Engagement Strategy and KPIs
- To plan and deliver a programme of engagement activity for under represented people, priority areas of deprivation and to meet Equalities plan targets
- To collaborate with Artistic, Engagement, Communications and Sales colleagues in planning and delivering Audience Enrichment activity each season
- To build relationships which will develop and support the successful delivery of LMTT's Engagement and Equalities Plans

Main Duties

Community Engagement Strategy

- Working with colleagues to ensure the Community Engagement Strategy meets Business Plan targets including Audience Development and Equality and Diversity targets
- Working with YEP colleagues to support YEP engagement and diversity development
- Keeping up to date with social and youth practice and with issues in communities and communicating them with the team
- Responding to Tessitura to inform community engagement

Programme of community engagement activity

- Creating, coordinating, delivering and evaluating seasonal community engagement programmes to encourage under represented people to engage in the Theatres offer, experience theatre and meet Audience KPIs
- Coordinating and delivering activity to meet the Equalities Plan KPIs with a focus on Race, Socio-economic disadvantage and disability
- Collaborating with Engagement, Artistic, Communications and Sales and Commercial colleagues in designing and delivering Audience Enrichment activity e.g. Open House and Light Night events
- Supporting the diversifying of YEP recruitment through liaison with community partners and identifying and supporting under represented young people into YEP
- Managing and supervising free-lance staff, and volunteers/ambassadors

Relationship building

- Develop and maintain relationships to meet Engagement and Audience Development KPI's in the social/health/community sector across Liverpool City Region.
- Liaising with Marketing and Sales on the communication of community engagement work including providing regular updates for website and social media

Finance and inward investment

- Managing and monitoring Community Engagement budget and keeping accurate records
- Monitor participation and report on community engagement activity
- Providing data and evidence for reports and to support the advocacy strategy

General

- Performing your role in accordance with the company's Staff Handbook, incorporating LMTT's Manifesto and Code
- LMTT is committed to the safeguarding of children and people to whom we have an enhanced duty of care, and therefore this role requires the post holder to submit a satisfactory enhanced check from the Disclosure and Barring Service (DBS)
- LMTT promotes the welfare of young people and expects staff to adhere to best youth practice, supported by annual CPD and training.
- LMTT is committed to diversity and equality and expects all staff to be active in promoting diversity and supporting people to experience our work and buildings.
- Participate in CPD and training to support best practice and delivery in your role
- To represent Liverpool Everyman and Playhouse as Community Engagement Coordinator at appropriate events and to act as an ambassador for the Theatres' work.
- This Job Description is not exhaustive, and it will be reviewed regularly to ensure that it reflects the evolution of the company, and the skills and personal development of the post-holder; a flexible approach to work in all roles is essential.

Main Terms and Conditions of Employment

Tenure: This is a fixed term post to cover a period of maternity leave until the end of January 2019. This post is subject to a probationary period of 2 months

Reporting to: Engagement Director

Salary: £20,000 per annum, pro rata

Hours: 40 per week. The post holder will be required to work during evenings and weekends. No overtime is paid but time off in lieu will be given for hours in excess of the contracted 40 per week. [Or other where union agreement applies]

Annual Leave: 28 days pro rata per holiday year (1 January – 31 December) including an allowance of all statutory English bank holidays.

Notice Period: 2 weeks during probation and 1 month thereafter

Pension: The Company operates an auto-enrolment pension scheme. This employment is not contracted out of SERPS (the State Earnings Related Pension Scheme).

All others terms as per house agreement detailed in Staff Handbook.

Person Specification

Essential

- Passion for and commitment to working with people
- Professional training as a performing arts practitioner
- Wide range of professional experience delivering arts activities in community settings
- Range of professional experience in managing arts projects in community settings
- Experience in partnership working
- Experience in leading youth activities and workshop devising and facilitating
- Experience in working with BAME, disabled and marginalised groups
- Knowledge and understanding of good practice in community arts
- Knowledge and understanding of best practice in working with young people and safeguarding young people and vulnerable adults
- Understanding of equality and diversity issues
- Highly self-motivated and committed
- Good project management skills
- Excellent verbal and written communication skills and ability to use effective and persuasive communication skills to positively influence the audience
- Literate, numerate and IT literate
- Prepared to work flexible hours including evenings and some weekends
- Ability to manage multiple priorities, work to deadlines and respond well under pressure
- Able to work alone with minimum supervision and as part of a team

Desirable

- Experience in creating and managing financial budgets
- Working knowledge of Liverpool city region's communities
- Driving licence and use of a car
- Knowledge of a range of theatrical practices and genres.



APPLICATION FORM

The first three pages of this form will be removed by the Human Resources Department and will not be seen by those short listing.

Please do not put your name on any other pages.

Position Applied For	<input type="text"/>	Job Reference	<input type="text"/>
Candidate Reference (office use only)	<input type="text"/>		

PERSONAL DETAILS

Surname	<input type="text"/>	Forename(s)	<input type="text"/>
Address	<input type="text"/>	Telephone	<input type="text"/>
		Mobile	<input type="text"/>
Postcode		Email	<input type="text"/>

If you supply an email address then we will assume that all written correspondence will be conducted via email.

Do you have the legal right to work in the UK?
(We will require evidence of the right to work in the UK prior to commencement of employment)

DECLARATION

The information I shall provide on this form, is accurate and I understand that the Liverpool & Merseyside Theatres Trust Ltd may terminate my employment, without notice, should I knowingly mislead during the recruitment process.

Data Protection: I agree to the Liverpool & Merseyside Theatres Trust Ltd using the personal data contained in this form, or information which may be obtained from me or other sources, for the purpose of dealing with my application for this employment.

Signed: _____ (Please type name if submitting electronically.)

Date: _____

Candidate Reference Number	
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REFEREES

Please give the name of two people who can be contacted for references, one of whom should be your current/most recent employer, indicating at which stage of the process they may be contacted.

Name	<input type="text"/>	Relationship to Applicant
Address	<input type="text"/>	<input type="text"/>
Postcode	<input type="text"/>	
Email	<input type="text"/>	
Telephone	<input type="text"/>	
When may we contact them?	<input type="text"/>	

Name	<input type="text"/>	Relationship to Applicant
Address	<input type="text"/>	<input type="text"/>
Postcode	<input type="text"/>	
Email	<input type="text"/>	
Telephone	<input type="text"/>	
When may we contact them?	<input type="text"/>	

EQUAL OPPORTUNITIES MONITORING

Liverpool Everyman and Playhouse seeks to be an Equal Opportunities employer and strives to ensure that in its provision of services in general, and as an employer, in particular, it will offer equality of opportunity for all persons regardless of race, colour, ethnic or national origin, disability, sex, religion, marital status or social background.



In order to ensure that we can monitor implementation of this policy, employees are requested to complete this form. The information given will be anonymously retained by the Administration Dept. for monitoring purposes and associated record keeping only in line with the Data Protection Act 1998. This information will not form part of any personal file and will be treated on a private and confidential basis.

Job applied for:

Please indicate your gender:

Male Prefer to self describe Self-description _____
Female Non binary Prefer not to say

Is your gender identity the same as the sex you were assigned at birth?

Yes
No
Prefer not to say

Please indicate your age:

0 - 19 years 20 - 34 years
35 - 49 years 50 - 64 years
65 and over Prefer not to say

Please indicate your ethnic origin:

(These are the ethnicities specified by our major funding body)

Asian/Asian	Indian	<input type="checkbox"/>
British	Pakistani	<input type="checkbox"/>
	Bangladeshi	<input type="checkbox"/>
	Chinese	<input type="checkbox"/>
	Any other Asian background	<input type="checkbox"/>
Black/Black	African	<input type="checkbox"/>
	Caribbean	<input type="checkbox"/>
	Any other Black/African/Caribbean background	<input type="checkbox"/>
Mixed	White and Black Caribbean	<input type="checkbox"/>
	White and Black African	<input type="checkbox"/>
	White and Asian	<input type="checkbox"/>
	Any other Mixed/Multiple ethnic background	<input type="checkbox"/>
White	British	<input type="checkbox"/>
	Irish	<input type="checkbox"/>
	Gypsy or Irish Traveller	<input type="checkbox"/>
	Any other White background	<input type="checkbox"/>
	Prefer not to say	<input type="checkbox"/>

The Equality and Human Rights Commission defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. For further information, please see the Commission website (www.equalityhumanrights.com).

Do you consider yourself to be disabled?

- Yes
- No
- Prefer not to say

If yes, how would you describe your disability?

- Visual impairment
- Hearing impairment/Deaf
- Physical disabilities
- Cognitive or learning disabilities
- Mental health condition
- Other long term/chronic conditions
- Prefer not to say

Please indicate your sexual orientation

- Bisexual
- Gay Man
- Gay Woman/Lesbian
- Heterosexual/Straight
- Prefer not to say

If selected for interview, do you require any assistance or adjustments to enable you to attend?

- Yes
- No

Please do not hesitate to call a member of the recruitment team, in confidence, if you would like to discuss this further with us, on 0151 708 3700, or via recruitment@everymanplayhouse.com

How did you find out about this post? _____

How did you hear about this vacancy? _____

Thank you for taking the time to complete this form.

Do not write your name on this page

Candidate Reference Number	
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EDUCATION and TRAINING

	Dates	Qualifications Obtained
From		
To		
From		
To		
From		
To		
From		
To		

Please continue on a separate sheet if necessary

Other Training Events Attended or Qualifications Achieved:

	Dates	Training Provider	Qualifications Obtained
From			
To			
From			
To			
From			
To			
From			
To			

Please continue on a separate sheet if necessary

Do not write your name on this page

Candidate Reference Number

CURRENT / PREVIOUS EMPLOYMENT

Dates		Employer	Post Held	Summary of Duties
From				
To				
From				
To				
From				
To				
From				
To				

Please continue on a separate sheet if necessary

Do not write your name on this page

Candidate Reference Number	
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SUPPORTING STATEMENT

With reference to the job description and person specification, please use this space to tell us your reasons for applying for the post; how your experience and skills support your application and any other information you believe is relevant. **You should demonstrate clearly how, and to what extent, you meet each element of the specification.** Please do not include any supplementary material (such as a CV) as this will not be considered as part of your application. Use no more than 2 pages to complete your response.

Please continue on a separate sheet if necessary

Do not write your name on this page

SUMMARY EQUAL OPPORTUNITIES POLICY

The Liverpool and Merseyside Theatres Trust aims to be fully aware of the historical, cultural and social experiences of many individuals and groups. We are committed to eliminating discrimination and encouraging diversity amongst our workforce. Our objective is to create a working environment in which there is no unlawful discrimination and all decisions are based on merit.

The Company led by the Board is committed to Equal Opportunity practice and to making this policy fully effective.

EQUALITY IN LMTT

The Company aims to make its work fully accessible for as wide an audience as possible and to reflect the cultural diversity of the communities it works with, and we select employees on their abilities and aim to ensure that no employee, patron or potential employee is discriminated against on the ground of the criteria set out in the Equality Act (2010). Discrimination is unlawful when it takes place on one of the following grounds (the protected characteristics):-

- age
- disability
- gender re-assignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Company will not tolerate discrimination against any staff by fellow employees, or persons appointed to the service of the Company.

Discrimination can take a number of forms:

- Direct discrimination is when someone is treated worse than someone else just because of a protected characteristic.
- It is also direct discrimination when someone is treated worse than someone else because they associate with someone with a protected characteristic or because they are perceived to have a protected characteristic.
- Indirect discrimination is when an apparently neutral practice or requirement disproportionately disadvantages one group and cannot be justified by the needs of the business. (For example, imposing a requirement that job applicants must speak fluent English disproportionately disadvantages non-English groups and would be unlawful unless it could be justified on genuine business grounds.)
- It is also discrimination when a disabled person is treated unfavourably because of something connected to their disability and this cannot be justified by the needs of the business or when the business fails to make reasonable adjustments for a disabled person.

We will make adjustments to accommodate disabled employees where possible and reasonable. For example, we can provide extra equipment or support, we can re-arrange duties and we can make changes to our premises in appropriate case. If you think you may have a disability, you are encouraged to tell the business about this so that we can explore what adjustments might be appropriate.

RESPONSIBILITY AND MONITORING

It is the duty of all employees to accept a personal responsibility for the practical application of the policy, but, at the same time, the company acknowledges that specific responsibilities fall upon the Board, management, supervisory staff and individuals professionally involved in recruitment and employee administration.

The Company includes any employee whether full or part time, or on temporary employment or who acts on behalf of the Company.

Advice and support from relevant professional national and local organizations will be sought from time to time as necessary.

Through monitoring, the current Policy and practice will be regularly examined for effectiveness and changes made as necessary.

We will ask job applicants, employees, and contractors for information about some of their protected characteristics. We do this to help us to:

- establish whether our equality policy is effective in practice;
- analyse the effect of other policies and practices on different groups;
- highlight possible inequalities and where appropriate investigate their underlying causes;
- take action where we think it is needed to address problems or reduce disparities.

We collect this information anonymously and we will use it only for monitoring purposes and not for any other purpose. We will protect the confidentiality of the information given to us.

Some examples of the type of monitoring we may carry out are as follows:

- how many people with particular characteristics apply for each job, are shortlisted and recruited;
- how many people in the workforce have a particular protected characteristic and the levels within the organisation that they are employed at, their length of service and their resignation rates and patterns;
- the protected characteristics of staff attending training;
- the satisfaction levels of staff with a particular protected characteristic;
- the protected characteristics of employees using the grievance or bullying and harassment procedures.

RECRUITMENT AND SELECTION

We aim to ensure that job requirements and job selection criteria are clear and based only what is required to get the job done effectively. We will avoid making stereotypical assumptions based on protected characteristics about who is able to do a particular job.

We aim to ensure that no job applicant is placed at a disadvantage by practices or requirements which disproportionately disadvantage protected groups and which are not justified by the demands of the job.

For all jobs, we will draw up a clear and accurate job description and person specification to ensure that we remain focused on what the job involves and the skills, experience and qualifications which are relevant and necessary to do the job. Depending upon the skills required for the job, recruitment shall be aimed at as wide a group of suitably qualified and experienced people as possible and each candidate will be considered on his/her merits, experience and suitability for the post.

Shortlisting for interview will be done by two people using a pre-agreed marking system that is applied fairly and consistently to all applicants. If we hold interviews, we will try to ensure that more than one person conducts them to ensure that we avoid unintentional bias. Where appropriate and possible, selection panels will include a balance of gender and ethnic dimension. We will not ask for personal or irrelevant information on application forms or in interviews. We will focus instead on whether someone has the relevant skills, qualities and experience to do the job. As posts become vacant the Head of Department concerned will review the area of work in conjunction with the Administration Department.

Where a job description already exists it will be reviewed in light of the vacancy and to ensure that it contains no indirect discrimination. Any changes are to be agreed with the Administration Department. Candidates for interview will receive copies of job descriptions and information on the Company.

The Company aims to encourage applications from and training opportunities for people from under-represented groups in the community. For some recruitment and promotion exercises we may take positive action to address under-representation in our workforce by encouraging applications from people from certain under-represented groups. For example, we may target our advertising towards particular groups, we might hold open days, work shadowing opportunities targeted at particular groups or we might provide training for particular groups to prepare them for promotion. However, we will ultimately make recruitment and promotion decisions on merit and not on the basis of protected characteristics.

All those involved in the interviewing procedure will be made fully aware of the Company's Equal Opportunities Policy. Recruitment procedures shall be regularly monitored and modified to ensure that individuals are selected on the basis of their merits, experience and suitability for the post.

DECLARATION – The Rehabilitation of Offenders Act (1974) requires that people applying for positions which give them 'substantial, unsupervised access on a sustained and regular basis' to children under the age of 18 years **MUST** declare all previous convictions which are then subject to police checks. An applicant in this category can only be offered a job subject to a successful police check. This includes potential employees, volunteers and self-employed people such as practitioners. They should also be required to declare any cases pending against them. Applicants should be reassured that any information will be treated in confidence and will not be used against them unfairly.

Disclosure and Barring Service – When an applicant has been selected who will be required to work with young or vulnerable people, an application for an Enhanced check from the Disclosure and Barring Service will be made and must be received by the organization before their appointment can be confirmed. Details on this procedure can be obtained from the Administrator.

Advertising

Advertising will be drafted by the Administration Department and agreed with the Communications and Sales Department.

All advertisements will carry wording stating that the Liverpool Everyman and Playhouse is striving to be an equal opportunities employer.

It is the general principle of the Liverpool and Merseyside Theatres Trust and Liverpool and Everyman Trading Ltd. to advertise all vacant posts. Notice of vacancies will be advertised on the Company notice boards.

TRAINING FOR EQUAL OPPORTUNITIES

The Company will provide information to ensure all staff are aware of the Equal Opportunities Policy and to enable those who are involved in the recruitment and selection of staff to be more effective.

Training shall be provided to all staff to ensure their awareness and understanding of this Policy in relation to specific responsibilities of their work.

If an existing employee is unable to perform his/her job satisfactorily due to serious illness or disability, the Company will examine ways of retaining the employee where possible and appropriate - each case being dealt with individually.

AUDIENCE

The Company strives in its programming policy to produce a programme of work that will appeal to and serve as many sections of the community as possible.

The Company will strive to devise policies to bring new audiences to the theatres and make it possible for all members of the community to have full access to its work.

The Company aims to provide access information detailing the range of services the theatre provides for disabled people.

You must not discriminate against any of our visitors, audience members, customers or suppliers. Equally, we expect our visitors, audience members, customers and suppliers not to discriminate against you and we will take appropriate action against any found to have done so.

GRIEVANCES

Any job applicant who believes that s/he has been treated inequitably within the scope of this policy should write to the Administrator who will investigate the complaint.

Allegations of potential breaches of this policy will be treated seriously. Employees and contractors who make such allegations in good faith will not be victimised or treated less favourably as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under our disciplinary procedure.

WORKING CONDITIONS AND TERMS OF EMPLOYMENT

We will try to accommodate cultural or religious practices such as prayer or dietary requirements where we reasonably can.

We aim to ensure that our terms of employment, benefits, facilities and policies are free from unlawful discrimination. We will review our benefits and facilities regularly to ensure that they are available to all employees/contractors who should have access to them and that there are no unlawful obstacles to accessing them.

We will ensure that decisions made under our disciplinary, grievance, performance improvement and attendance management policies are carried out fairly and without discrimination.

We aim to ensure that our pay systems are transparent, fair and free from discrimination.

Termination of Employment

We will ensure that we avoid discrimination in making decisions about dismissal or redundancy.

Where possible, we will ensure that any manager's decision to dismiss an employee is endorsed by the Administration Department. We will encourage leavers to give feedback about their employment in exit interviews.

Your rights and responsibilities

You have the right not to experience unlawful discrimination in our workplace. You also have a responsibility to understand this policy and help us to implement it.

All employees have a duty not to discriminate against each other and not to help anyone else do so.

What will happen if you act in a discriminatory way?

If, after investigation, we decide that you have acted in breach of this policy you may be subject to disciplinary action up to and including dismissal. This applies to the most senior levels of management as well as to all other employees.

Policy review and promotion

We will promote and publicize our Equality Policy as widely as possible, and will review it on a regular basis.