

TRUSTEE RECRUITMENT PACK

JOIN THE BOARD
OF TRUSTEES

HOPSCOTCH
THEATRE
COMPANY

UPDATED APRIL 2025

LEVEL 2, 7 WATER ROW,
GOVAN, G51 3UW



A Letter from our Chair, Joe Gallagher

Dear Future Trustee,

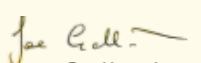
Thank you for your interest in joining the Board of Hopscotch Theatre Company. In operation since 1988, we are one of the longest-running children's theatre companies in Scotland, delivering high-quality theatre and creative learning experiences for children and young people. We aim to break down the socioeconomic, geographical and accessibility barriers which prevent children from fully participating in cultural experiences, ensuring every child has the opportunity to engage with the arts and experience the joy of live theatre.

Hopscotch is led by a skilled and passionate management team, who develop innovative productions and workshops shaped by conversations with schools, local communities, and creatives. From our annual pantomime programme to environmental productions like *Plop! In the Ocean*, we continue to reach disadvantaged children in areas of severe deprivation, presenting over two hundred shows last year. We're particularly proud of our close relationships with primary schools across Scotland, including our local schools in Govan, where we test productions and gather invaluable key feedback from children before taking our productions on tour.

Looking ahead, we are developing Space Raiders, a new production by comedian Gregor Mackay for ages 7–11. This AI Time Travelling Pirate Sketch Show explores how history is made and encourages critical thinking when consuming social media, making learning both highly engaging and entertaining. We are also launching RISE, an innovative engagement programme blending creative learning with digital culture. Designed by Educational Specialists with expertise in Curriculum for Excellence, RISE will offer dynamic school workshops that develop social, emotional, and collaborative skills while connecting with how young people interact with the world today.

To support this next chapter, we are looking for dynamic community focused individuals to join our board of trustees and help shape our future. Whether you bring experience in advocacy, governance, community engagement, business, charity work, or simply a passion for creativity and learning, your insight can make a real difference. We welcome voices from all backgrounds, including parents and those with living with a disability. We particularly encourage applications from people of colour and gender-diverse individuals. This pack provides more information about Hopscotch Theatre Company, its governance, and the vital role you could play as a trustee.

Kind regards,


Joe Gallagher



OUR MISSION

To create bold, rebellious, and joyous theatre that empowers children and young people to thrive and succeed.

OUR VISION

Is for a future where every child and young person across Scotland feels inspired by and included within a thriving creative community.

- Children will be part of our creation process from the beginning.
- Our projects will support learning within schools and communities.
- Our practice will support artists working to create theatre for children.
- We will be a resilient organisation in response to challenges.
- We strive to address underrepresentation for artists and communities.



ORGANISATIONAL SUMMARY



ABOUT HOPSCOTCH THEATRE COMPANY

Hopscotch Theatre Company is a children's charity with mission is to bring high-quality, accessible and entertaining theatre to young audiences across Scotland. For 37 years, we have commissioned original plays from some of Scotland's most exciting playwrights, creating productions that entertains, educates, and empowers. Our work helps to build resilience, confidence, and creative skills in children, ensuring that every child, regardless of their background or circumstances, has access to transformative cultural experiences.

We partner with organisations such as Crossreach School, Alexandria Library, the National Autistic Society, and Sense Scotland, ensuring we reach children with complex needs. with the aim to provide children with opportunities to express themselves, engage with the world around them, and develop critical thinking skills in a creative environment.

Through bold, inclusive, and accessible theatre, we increase access to art and cultural experiences for children in severely disadvantaged and deprived areas of Scotland. We explore themes like environmental stewardship, diversity and inclusion and emotional wellbeing, supporting schools and communities in areas of high urban and rural deprivation.

LEADERSHIP & GOVERNANCE

At Hopscotch Theatre Company, we believe that strong leadership and clear governance ensures our continued success in bringing inspiring theatre to young audiences across Scotland. The day-to-day running of Hopscotch Theatre Company is managed by our leadership team, Stephanie Black-Daniels and Thomas McCulloch. Both trained in contemporary performance at the Royal Conservatoire of Scotland, they bring a shared passion for creating innovative theatre that resonates with young people. Together, they oversee everything from project development and fundraising to staff recruitment and marketing, helping Hopscotch Theatre Company remain a successful and sustainable organisation. Their combined expertise and clear vision for the future of children's theatre creates a solid foundation for the company's continued success.



THE TEAM

Stephanie oversees governance and maintains a strong relationship with the Board as Company Secretary, ensuring compliance and best practices in company operations. With a Master's in Fine Art Practice from the Glasgow School of Art and The Royal Conservatoire of Scotland. As a leader in engagement, she drives the development of creative experiences and has also participated in Punchdrunk's Making Immersive Stories for Young Audiences masterclass and the Online Training fund, supported by the Federation of Scottish Theatre on the Managing Intensive LVL/UP programme.

Thomas oversees the organisation's financial operations, including fundraising, strategic planning, and reporting. He holds a degree in Creative Writing from the Open University and brings over a decade of experience in private sector hospitality management. Additionally, Thomas has benefited from producer mentorship with industry leaders like Francesca Moody and Louise Gilmour-Wills. He also plays an instrumental role in supporting our playwrights through the development of new scripts, including commissioning, drafting, and editing processes.

Both Stephanie and Thomas are supported by Liz Dorward, our bookkeeper, who keeps our financial reconciliations running smoothly, and Gill McGowan, our Tour Coordinator, who manages the logistics of bringing our productions to schools and venues across Scotland.

ON THE BOARD

While the leadership team handles the organisation's daily operations, the Board of Trustees plays a crucial role in shaping Hopscotch Theatre Company's future. The Board meets with the Management team to agree the overall strategy of the organisation, with the leadership team formulating plans and budgets to bring this vision to life. These budgets and strategic decisions are then reviewed and endorsed by the Board to ensure sustainability and long-term growth.

Together, our dedicated team and Board of Trustees work closely together to uphold Hopscotch Theatre Company's mission: To create bold, rebellious, and joyous theatre that empowers children and young people to thrive and succeed.

Joe Gallagher has worked in theatre and media for over forty years as an actor, producer, and technician. He currently works as a cultural coordinator for East Ayrshire Council and a freelance practitioner developing arts education projects at local and national level. He is also artistic director of Replico Productions which has operated across Scotland, but also in Italy, Poland, and Spain.

Alyson Vale is the Business and Operations Director at Abbotsford Care. She trained at the Royal Conservatoire of Scotland and holds a Master's in Creative Producing from Birkbeck, University of London. With expertise in care operations, business strategy, and governance, she brings leadership, financial insight, and innovation to the board.

Deirdre Hannon has expertise in family and event photography, holding a COSCA Certificate in Counselling Skills. Currently studying for a Diploma in Integrative Counselling and Psychotherapy, she is passionate about young people's mental health. Her experience on a children's helpline offers insight into youth wellbeing, supporting the Board's commitment to policies that prioritise children's best interests.

Hopscotch Theatre employs 40 freelance staff each year across all departments of theatre making, including actors, writers, directors, stage managers, education specialists and designers, in addition to the core team and trustees.

The leadership team works closely with a network of creative professionals, including freelance marketers, fundraisers, and educational specialists, to bring our theatre experiences to life. This flexible, collaborative approach allows us to tap into a wide range of expertise, from artistic direction to community engagement and beyond. By drawing on the strengths of our core team alongside the talents of external partners, we can adapt quickly to the unique demands of each project. This creative ecosystem ensures that we can innovate and deliver high-quality, accessible theatre while maintaining a strong focus on impact and inclusivity. The synergy between our internal team and external collaborators is key to the success of our productions enabling us to consistently create transformative experiences for young audiences across Scotland.

ROLE & RESPONSIBILITIES

TRUSTEE ROLE

As a Trustee, you will play a vital role in helping us reach children in underrepresented communities, ensuring they have access to the cultural and educational benefits of theatre. Your insight and guidance will be essential in upholding our high standards and staying true to our core values of inclusivity, creativity, and community engagement.

Trustees attend quarterly board meetings, typically held online in the evening on a mutually agreed weekday (approx two hours at a time), along with one annual development day. They are also invited to key events, such as production dress rehearsals for our annual pantomime. While the role is voluntary, we deeply value everyone's involvement and input in ensuring that Hopscotch Theatre Company continues to thrive.

As a Trustee of Hopscotch Theatre, you will hold a key role in guiding and overseeing the organisation's work, ensuring that we stay true to our mission while continuing to grow and thrive. Trustees are responsible for setting the strategic direction of the organisation, ensuring proper governance, and overseeing financial sustainability, all while maintaining a commitment to our values of inclusivity, creativity, and community impact.

By taking on this role, you will help ensure that Hopscotch Theatre Company continues to offer high-quality theatre experiences to children across Scotland, promoting creativity, inclusion, and social change for years to come.

TIME COMMITMENT

- Trustees are expected to attend quarterly Board meetings, as well as additional meetings as needed for specific subcommittees or projects.
- Trustees should also anticipate contributing time outside of formal meetings for fundraising, networking, and strategic planning activities.

Join our Board and help Hopscotch Theatre deliver inspiring, high-quality performances that spark creativity, inclusion, and social change across Scotland—especially for children from disadvantaged backgrounds. By sharing your skills with our passionate team, you'll empower young people by nurturing empathy, critical thinking, and resilience. If you're excited to shape the future of children's theatre, we'd love to welcome you!

PERSONAL ATTRIBUTES OF TRUSTEES (ESSENTIAL):

- Enthusiasm for the work of Hopscotch Theatre Company and a commitment to be well informed about our work for young audiences.
- Commitment to attend Board meetings and the AGM.
- Ability to work as a member of a team, and a willingness to state personal convictions and, equally to accept a majority decision whatever one's personal view.
- Preparedness to offer personal and business skills and experience to support the work of staff when required.
- Willingness to act as an Ambassador for the charity and organisation.
- Ability to treat sensitive information confidentially.

TRUSTEE RESPONSABILITIES (ESSENTIAL):

- Acting as Trustees of the registered charity.
- Approving Hopscotch Theatre Company's overall direction, policies and major budgets.
- Supporting the Co Management team.
- Ensuring the company operates within the law and exercises good practice.

WHO WE ARE LOOKING FOR

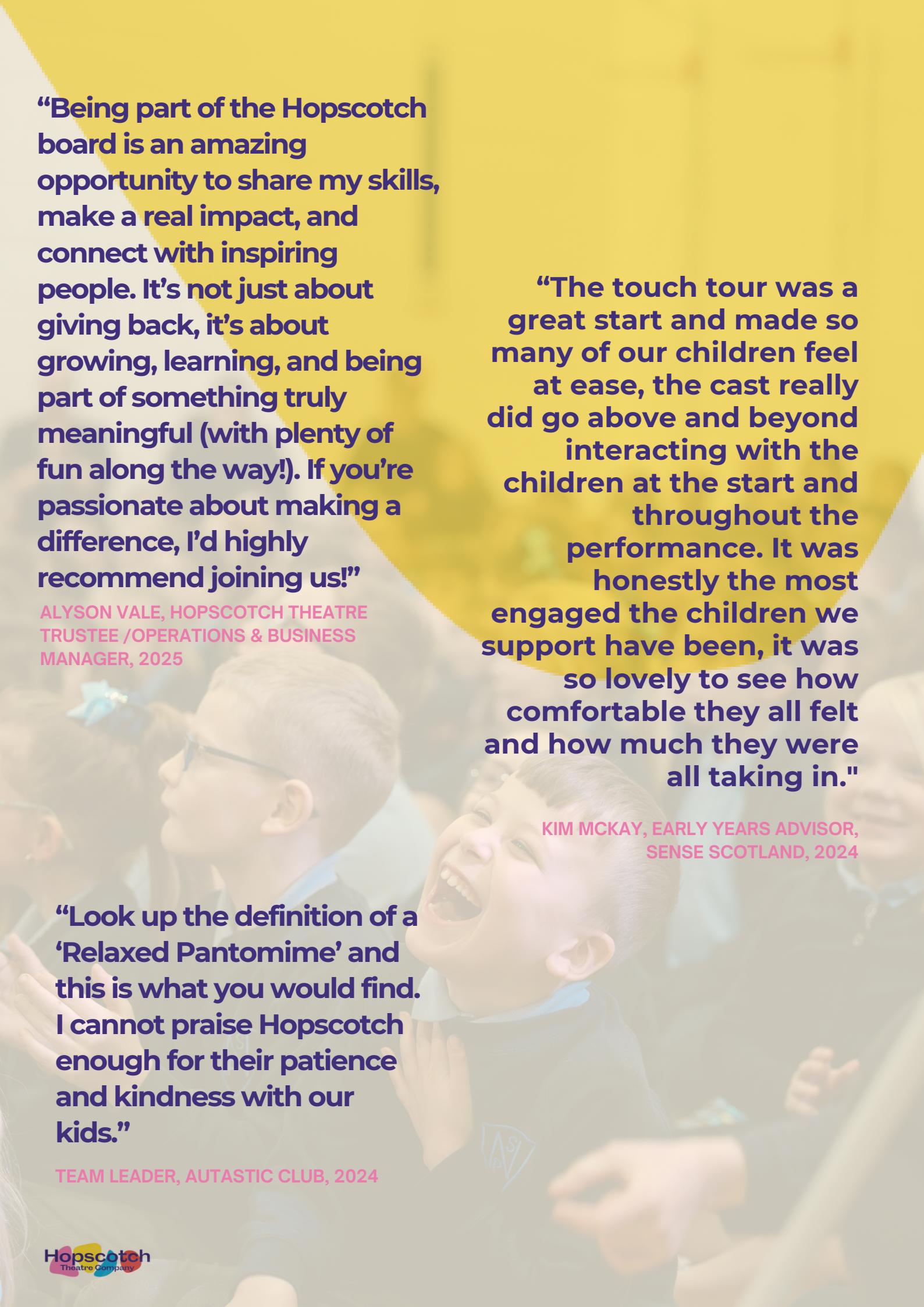
Community focused: We welcome those with experience supporting children, families, and schools in underserved areas, as well as those passionate about building connections and making a difference.

Charity Expertise: If you've worked with a charity or have experience in governance and legal frameworks, especially in the arts, we'd love your expertise to help us stay on track and make an impact.

Financial Support: We're looking for resourceful individuals skilled in fundraising and budgeting—whether managing household expenses or making connections for fundraising. If you excel with numbers and future planning, help us ensure our financial strength and continue our 37-year legacy.

Curriculum Expertise: If you've worked with children in the education sector or have knowledge of the curriculum you might be able to help us engage even more deeply with our school communities.

Marketing and Communications: Whether it's social media, media, or simply spreading the word, if you have skills in getting the word out this will help us connect with more families, schools and communities who care about the work we do.



“Being part of the Hopscotch board is an amazing opportunity to share my skills, make a real impact, and connect with inspiring people. It’s not just about giving back, it’s about growing, learning, and being part of something truly meaningful (with plenty of fun along the way!). If you’re passionate about making a difference, I’d highly recommend joining us!”

ALYSON VALE, HOPSCOTCH THEATRE TRUSTEE /OPERATIONS & BUSINESS MANAGER, 2025

“The touch tour was a great start and made so many of our children feel at ease, the cast really did go above and beyond interacting with the children at the start and throughout the performance. It was honestly the most engaged the children we support have been, it was so lovely to see how comfortable they all felt and how much they were all taking in.”

KIM MCKAY, EARLY YEARS ADVISOR, SENSE SCOTLAND, 2024

“Look up the definition of a ‘Relaxed Pantomime’ and this is what you would find. I cannot praise Hopscotch enough for their patience and kindness with our kids.”

TEAM LEADER, AUTASTIC CLUB, 2024

HOW TO APPLY

JOIN OUR BOARD OF TRUSTEES

If you are interested in becoming a Trustee for Hopscotch Theatre, please submit your **CV** along with a **brief statement** (no more than one A4 page) outlining:

- **Why you are interested in becoming a Trustee for Hopscotch Theatre.**
- **What skills or experience you can bring to the board.**

You don't have to answer each question in order—these are just prompts to help guide your statement. We also kindly ask you to complete and return our **equalities monitoring form [here](#)**.

We welcome applications from people of all backgrounds and particularly encourage those who can bring diverse perspectives to our board. We are committed to ensuring equal opportunities for all applicants, regardless of age, disability, gender identity, race, ethnicity, religion or belief, sex, sexual orientation, or any other characteristic.

Applications to be received by 5PM on Friday 23rd May 2025.

CONTACT US

If you'd like to have a get in touch before applying, please contact Stephanie Black-Daniels, General Manager, at stephanie@hopscotchtheatre.com.

Your application will be reviewed by the current Trustees and the management team and we will contact you if you are selected for an informal interview, which can take place in person or online, depending on your preference.





**WE LOOK FORWARD TO
HEARING FROM YOU!**

WWW.HOPSCOTCHTHEATRE.COM



Pinocchio 2024 graphic by Gavin Spence
Images by Adamantia Tserkezoglou, Julia Bauer and Tiu Makkonen