Combination Dance

Trustee Recruitment Pack 2026

Thank you for your interest in a trustee role with Combination Dance.

This pack provides everything that you need to know about being a trustee for Combination Dance, and how to apply for a role.

In this pack, you'll find
- Who we are and what we do
- Our values and what is important to us
- What is a trustee, and what we'd expect you to do
- Who we are looking for
- How to apply

Combination Dance

1. Who we are and what we do

Combination Dance is an award-winning dance charity, based in Richmond and working across the UK. Founded in 2001, our vision is of a world where life is enriched through the participation in and performance of dance.

Our work falls into three mission strands:

Performance

We are a professional dance company that uses dance as a communication tool, working collaboratively with academics and experts we make professional performances that inform, educate and add to the critical discourse in subjects such as science; health and heritage. We are currently developing a touring show inspired by Dr Gail Saltz's book The Power of Different which examines strengths within neurodivergence.

Talent Development

Through our talent development initiatives we encourage and enable people to discover their creative pathway in dance. We support the talent development of young dancers; our teachers and professional dancers within the sector through networking, CPD, and advice and guidance.

Grassroots programme

Through our regular programme of classes and workshops in South West London along with an ad hoc programme of pop-up performances we support people to improve their health and wellbeing through dance. We aim to offer experiences that provide social connection and inspire lifestyle changes that have a significant lasting impact on mental and physical wellbeing

For more information about our activities please see our website:
www.combinationdance.co.uk

Combination Dance

2. Our values and what's important to us

Creativity
We believe in the power of creativity in all aspects of our work, not just on stage. We try new things, we take risks, we make it
work.

Community
People are paramount and are at the heart of all that we do. We find community in our professional dancers; in our grassroots class participants; and among the academics, thinkers and experts who agree with us that dance is an incredible communication tool.

Ambition
We are ambitious for our artform, our communities and our organisation and are driven to do more in pursuit of our vision.

Inclusivity
As a diversity led organisation, we have lived experience of what it feels to face barriers. We don't want that for our communities so we prioritize and champion equal access and inclusivity.

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3. What is a trustee and what we'd expect you to do

Combination Dance is at an exciting point in its development. We are looking for trustees who can support us as the organisation grows and extends its reach through performance and participation. Being a trustee is an important legal role and involves clear statutory responsibilities set out by the Charity Commission.

These include:

- Ensuring that Combination Dance pursues its stated objects (purposes), as defined in its governing document, by supporting the Director to develop and agree a long-term strategy.

- Ensuring that Combination Dance complies with its memorandum and articles of association, charity law, company law and any other relevant legislation or regulations.

- Ensuring that Combination Dance applies its resources exclusively in pursuance of its charitable objects for the benefit of the public.

- Ensuring that Combination Dance defines its goals and supporting the team to evaluate performance against agreed targets.

- Representing and protecting the good name and values of the organisation.

- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place.

- Ensuring the financial stability of Combination Dance.

- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds.

- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Director.

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3. What is a trustee and what we'd expect you to do
(Continued)

Trustees must be committed to the seven Nolan principes of public life; selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

We're also hoping to find trustees who will go above and beyond these legal duties and will be;

Passionate about our work and committed to the organisation; great listeners; strategists and creative thinkers.

On a practical level we would like you:

- To attend at least 4 full meetings of the Board per year, fully briefed having read all of the board papers supplied.

- To attend at least one Combination Dance Performance per year.

- To join one sub-committee or working group where possible to support the growth and development of Combination Dance.

- To act as an advocate and ambassador for Combination Dance (for example through face-to-face advocacy or via social media).

- To undertake training where appropriate including (but not only) trustee training and safeguarding training.

- To support Combination Dance in fundraising.

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4. Who we are looking for

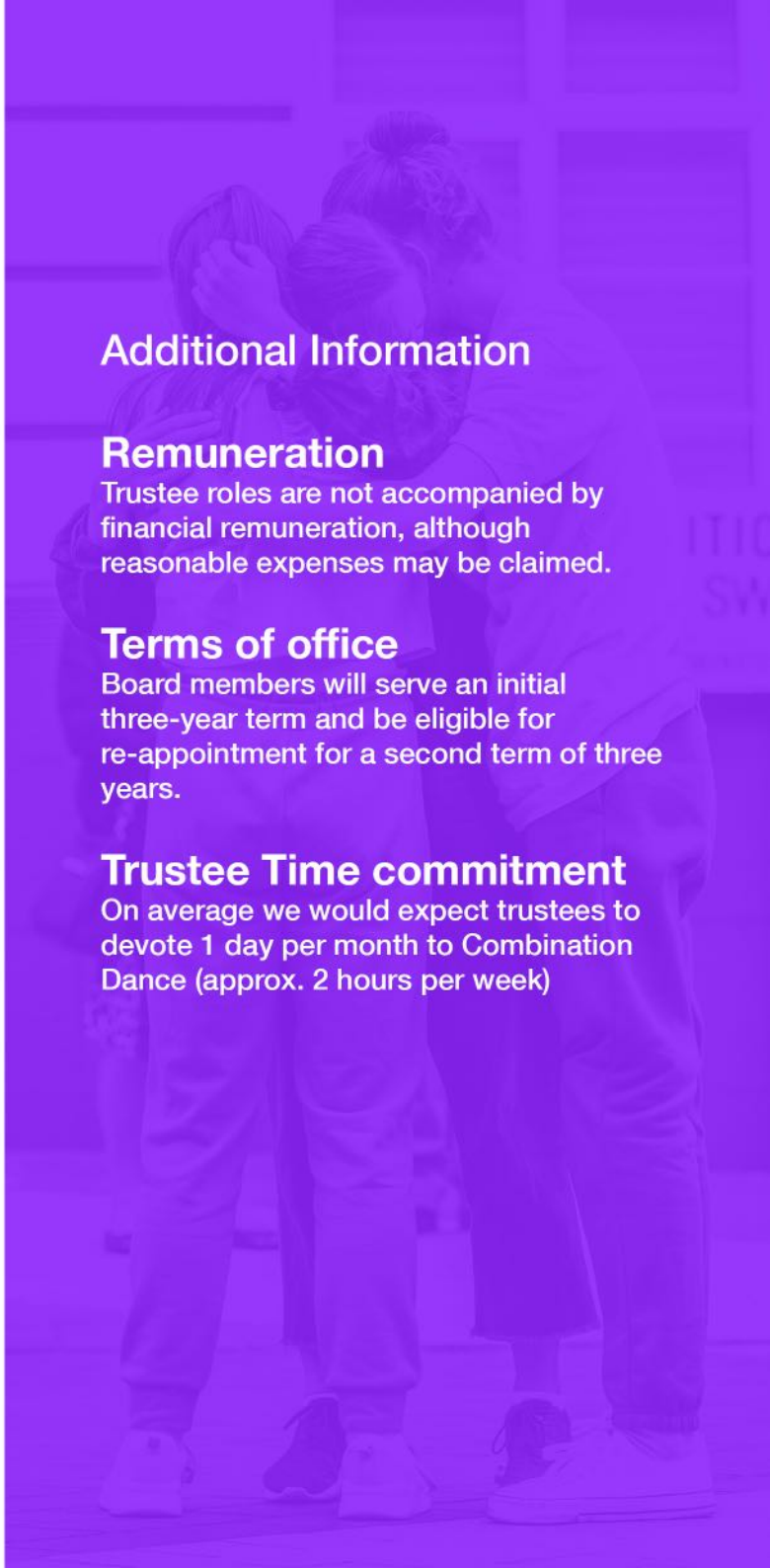
In this round of trustee recruitment, we are seeking to appoint 3 new trustees. We are particularly looking for board members with the following skillset:

Charity Governance
You may already be an experienced charity trustee or a CEO who can help us to develop our governance practices as we believe that good governance will help us to achieve our goals.

Finance
You are an accountant or auditor with excellent technical knowledge and a knack for making sure everyone understands the story behind the numbers. You will support the Director and the team to grow the financial literacy of the organisation along with its financial sustainability.

Fundraising and Development
You are as passionate about the work of Combination Dance as we are and keen to help us develop a strong case for support that will leverage new investment.

Don't worry if you don't seem to fit perfectly into what we've suggested here. We'd still love to hear from you as we plan to grow our board over the next three years and will be looking for other skills and expertise.



Additional Information

Remuneration
Trustee roles are not accompanied by financial remuneration, although reasonable expenses may be claimed.

Terms of office
Board members will serve an initial three-year term and be eligible for re-appointment for a second term of three years.

Trustee Time commitment
On average we would expect trustees to devote 1 day per month to Combination Dance (approx. 2 hours per week)

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5. How to apply

To apply, please send your current CV and a covering letter to info@combinationdance.co.uk

In the cover letter please include details on the points below:

-Why you would like to be a Trustee for Combination Dance?

-What skills you would bring to the role?

-How would you support the future growth and development of Combination Dance?

Closing date for applications:
Wednesday 30 September at 5pm.
Interviews:
Week commencing Monday 12 October.
First Board Meeting in person - Richmond or Wimbledon:
To Be Confirmed October / November 2026.

For further information and to arrange a confidential conversation about this opportunity please contact Anne-Marie Smalldon by email:

info@combinationdance.co.uk