



The Bristol Improv Theatre
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TRUSTEE RECRUITMENT PACK

ABOUT BRISTOL IMPROV THEATRE



Bristol Improv Theatre is the UK's first full-time dedicated improv theatre, and the home of unscripted live performance in the West of England. We create, teach and perform spontaneous theatre that is accessible, ambitious and entertaining, as well as hosting performers from all over the UK and overseas, bringing world-class improv to Bristol.

We aim to be the **most welcoming venue in Bristol**, offering great nights out from improv shows to film screenings, comedy, live music and much more. At the heart of our work is our **Improv Theatre School**, our affordable improv training arm which offers adults of all ages the chance to find confidence, creativity and connection through laughter and play. Whether you're an experienced improviser or you're discovering improv for the first time, Bristol Improv Theatre offers a range of courses, intensives and drop-in sessions, and an unparalleled sense of community.

Bristol Improv Theatre became a registered charity in 2024, and in 2026-7 we're launching our **Say Yes** campaign. With the help of our audiences, students and community, we're aiming to welcome 1,000 people a year into our Improv Theatre School, with up to 10% of all participants in our flagship *Discovering Improv* course being offered free or discounted places.

Following a period of significant organisational change, with our founders stepping away from the charity, Bristol Improv Theatre is now looking for new Trustees to guide and support the BIT as we enter a period of increasing financial stability and artistic success.

OUR STORY SO FAR

Bristol Improv Theatre started life in 2012 as the Bristol Improv Network, founded by a volunteer-led collective of artists, teachers and producers to forge connections between the existing improv groups in Bristol. After a debut performance at the Bristol Old Vic's Improv Jam, they ran the first Bristol Improv Festival in 2013 from a series of pubs and music venues, featuring a line-up of local and visiting acts including Racing Minds, Project2, Closer Each Day, Instant Wit and Degrees of Error.

In 2014, the Bristol Improv Network started producing regular shows from the Polish Ex-Servicemen's Club on St Paul's Road in Clifton. Two years later, they became permanent tenants of the building. In two months, £27k of crowdfunding and a team of 40+ volunteers transformed this former-Victorian-schoolhouse-turned-working-mens-club-cum-live-music-venue into a purpose-built 120-seat theatre space, with licensed bar, rehearsal rooms and office.

Since then, we have carved out our own unique corner in Bristol's cultural scene as a place where people can come and not only enjoy theatre, but also play and perform themselves in a relaxed and supportive environment. We're passionate believers in the power of laughter and play to build creativity, self-esteem and confidence, and we want to offer as many people as possible the chance to discover improv.

"Bristol Improv Theatre changed my life! Helping me exercise my creativity, improving my confidence and mental health"

"Fun, silly, challenging, learned a lot about myself"

"Turbocharging my creativity, embracing fun, building self-confidence"

In 2024, following the pandemic and cost of living crisis, the BIT found itself facing critical financial challenges. A **Save the BIT** fundraising campaign raised more than £20,000, with the support of our amazing improv community and audiences. In autumn 2025, we appointed a new CEO with the remit of building a sustainable business model to take Bristol Improv Theatre into its tenth year and beyond.

JOINING OUR BOARD

The Bristol Improv Theatre is a registered charity (charity number: 1207613). We are looking to recruit new members of our Board of Trustees to oversee and advise the executive team as we carry our charitable purpose: **to advance the arts for the public benefit by the promotion in particular, but not exclusively, of the art of improvised theatre.**

Our primary goals are to:

- Be the **home of unscripted live performance** in the West of England.
- Welcome **1,000** people into our Improv Theatre School in our 2026-2027 financial year
- Present at least **8 improv shows a month**, and a **major Christmas show**
- Act as the **hub** for the community of improvisers in Bristol through our Unscripted Players amateur improv company, improv scratch nights and more
- Become a beloved **community asset** for the people of Clifton Down Ward
- Bring improv into the **workplace** by offering training programmes for employers
- Live up to our values by being **progressive, inclusive, collaborative, kind and fun**
- Improve our financial position by running an **annual surplus**

WHAT WE ARE LOOKING FOR

We are looking for people who:

- Share our belief that the arts are for everyone and that laughter and play can improve wellbeing for everyone
- Are prepared to take responsibility for Bristol Improv Theatre's success
- Are willing and able to volunteer their time to attend quarterly board meetings and an annual strategy away day, and any other time as appropriate
- Are prepared to support and challenge the BIT's CEO and leadership team
- Have any of the below desirable expertise, or other expertise that you can use to support Bristol Improv Theatre.

Desirable Expertise:

- Finance and accounting
- Fundraising
- Charity leadership or management
- Law
- Working in the corporate sector
- Networking with high net worth individuals
- Business development
- Working in the arts, cultural or creative sectors
- Acting as an ambassador for a charity or community organisation
- Building management

TRUSTEE EXPECTATIONS



The Board or Trustees are the directors of The Bristol Improv Theatre Limited and are **legally responsible** for the charity. You can find out about the legal responsibilities of trustees [here](#). Alongside these, we expect all our trustees to:

- Uphold our values: **progressive, inclusive, collaborative, kind and fun**
- Attend **quarterly board meetings** & an **annual general meeting**
- Attend **performances** and **fundraising events** at Bristol Improv Theatre
- Be prepared to provide **guidance** and **support** to leadership throughout the year about specific issues, especially those relevant to your particular expertise
- Share our commitment to **equality, diversity and inclusion**

If you would like to apply for the role of Trustee at Bristol Improv Theatre, please send your CV and a cover letter of no more than 2 pages to trustees@improvtheatre.net by Monday 16th March. If you would like to arrange an informal conversation about the role of Trustees at Bristol Improv Theatre, please reach out to the email address above to arrange an informal conversation with one of our current trustees.

Please note that this is a voluntary position, and that all Trustees are required to adhere to Bristol Improv Theatre's Trustee Conflict of Interest Policy. The conflict of interest policy includes a stipulation that Trustees may not be current performers at Bristol Improv Theatre. For further information, please contact the current Trustees at trustees@improvtheatre.net.

Bristol Improv Theatre is a learning organisation, and we welcome applications from first-time Trustees as well as those with previous experience at Board level.