

# CLEAN BREAK



*Joanne* by Deborah Bruce, Theresa Ikoko,  
Laura Lomas, Chino Odimba & Ursula Rani Sarma

## Executive Director Recruitment Pack



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May 2018

Dear Applicant

Thank you for your interest in the new Executive Director post at Clean Break. This is an exciting opportunity to play a significant role in the company's future and to join our new Leadership Team. I have pleasure in enclosing the recruitment pack which includes the following:

1. [Background information about Clean Break and the role of Executive Director](#)
2. [Job description, person specification, terms and conditions](#)
3. [Equality & diversity policy statement](#)
4. [Disclosure and barring service checks statement](#)
5. [New Leadership Team Press Release](#)

Please advise us if you require a copy in large print or an alternative format.

If you would like an informal discussion about the position before applying, please contact Jane McMorrow [janemcmorrow1@gmail.com](mailto:janemcmorrow1@gmail.com).

Here are the key dates:

Closing date:	Wednesday 20 June midday
Interview round 1:	Tuesday 3 July
Interview round 2:	Monday 9 July

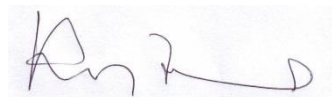
To apply:

Download an Application Form from the [Clean Break website](#).

All completed applications should be submitted by the closing date to [recruitment@cleanbreak.org.uk](mailto:recruitment@cleanbreak.org.uk).

Good luck with your application and we look forward to hearing from you.

Best wishes



Kim Evans OBE  
Chair of the Board

Clean Break, 2 Patshull Road, London NW5 2LB

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## 1. COMPANY INFORMATION



*Hear by Deborah Bruce*

### **Exciting opportunity for candidate with cultural sector leadership to join Clean Break**

An exceptional opportunity has arisen for an experienced woman cultural leader to join Clean Break as it launches its new business model in the run up to an ambitious year of 40<sup>th</sup> anniversary celebrations in 2019. The Executive Director reports to the Board of Trustees. The appointment is part of a visionary new shared leadership team with current Head of Education and Head of Artistic Programme Anna Herrmann and Róisín McBrinn taking up their roles as Joint Artistic Directors on 1 July. It is anticipated that the new Executive Director will join the team by early Autumn 2018.

### **Clean Break – history and future**

Theatre company Clean Break is renowned for its track record of producing unforgettable theatre that speaks truth to power. The company has led the way over its four decades in producing new plays with women writers, actors and creatives at the heart of the work. Founded in 1979 by two women prisoners who believed that theatre could bring the hidden stories of imprisoned women to a wider audience, it has remained true to these roots: continuing to inspire playwrights and captivate audiences with award winning theatre on the complex theme of women and crime. The company's leadership within the theatre sector was recognised recently with a Tonic Theatre award - for Clean Break's dedication to changing women's lives through theatre and commitment to new writing.

The company has now concluded a year of learning and a period of significant organisational change. Under the leadership of current Chief Executive Lucy Perman MBE and with the guidance of Change Coach Dawn Langley, the Board and staff team engaged in a collaborative process to reshape the company to become a greater force in the cultural

sector. This has resulted in a new business model which will ensure the company is sustainable, flexible and impactful in future. These changes are detailed in our new Business Plan 2018-2022 which was accepted by Arts Council England as part of our NPO funding agreement. The Business Plan will be sent in advance to shortlisted candidates.

Clean Break's new refreshed mission underpins our new business model together with our refreshed organisational values: *Creativity, Change, Courage, Compassion, Collaborative and Equity & Fairness.*

Producing groundbreaking theatre which puts women's voices at its heart and creates lasting change by challenging injustice in and beyond the criminal justice system.

The company's new business model will deliver a coherent and integrated theatre offer. There will be a significant emphasis on commissioning, developing and producing increased work, collaborating with a range of partners nationally to reach more audiences. One of the most exciting developments, is the company's Members (women with lived experience of criminal justice who have trained with us) being at the heart of future productions as performers, writers and in backstage roles. This is part of the company's commitment to placing Members' voices centrestage which will also see them co-designing and delivering work together with professional artists and partners through responsive and nimble "interventions" in response to issues affecting women in criminal justice.



*it felt empty when the heart went at first but it is alright now* by Lucy Kirkwood

Underpinning the integrated model is a new business strategy with projects being developed and sold to increase earned income and future resilience. Central to this is the company's building, a freehold former piano factory in Kentish Town North London which was refurbished in 1998 as offices, four studios and garden and which delivers a vibrant programme of hires and rental income. This asset, combined with the company's leadership expertise (training and professional development), and improved performance through producing deals and at the box office will enhance our earned income and enable us to amplify development income. A smallscale capital project is planned in years 3 and 4 of the Business Plan to improve the estate and maximise revenue.

We are excited about our new business model. This sees us collaborating with leading theatres across the country, which promises: a significant audience growth for the company; stronger impact within the wider theatre industry for women artists, with a particular emphasis on intersectionality; the development of fresh talent; and the opportunity to increase our reach, through great theatre, to create lasting change for women's lives in and beyond the criminal justice system.

### **Production plans**

**During 2018**, activity includes: Alice Birch's [BLANK] with NT Connections (performed by young people around the UK and at the National Theatre); Katherine Chandler's *Thick As Thieves* - co-produced by Theatr Clwyd (premiering at Theatr Clwyd in October then touring prisons and theatres around the UK); participating in Artichoke's *Processions* project; and *Belong*, created by a group of young women with Natasha Marshall, Clean Break's Channel 4 Playwright in Residence and winner of a Most Promising New Playwright Offie for *Half Breed*.

**Current artists under commission include:** Alice Birch, Deborah Bruce, Katherine Chandler, Stacey Gregg, Sonya Hale, Theresa Ikoko, Morgan Lloyd Malcolm, Deborah Pearson, and Natasha Marshall.

**2019 – Clean Break's 40<sup>th</sup> Anniversary** – will be a major opportunity to celebrate Clean Break's legacy and signal a bold new future. We will produce game-changing theatre throughout the year, embracing all elements of our groundbreaking company and placing women's voices at the centre of the conversation about justice, change and theatre. Central to our year-long celebration will be five main theatre productions with significant theatre and criminal justice partners – plans will be announced later in the year.

This year-long season will be realised in conjunction with the new Associate Artists Clean Break will recruit, part of our commitment to artist development and to exceptional dramaturgical and directorial achievement.

## **New Leadership Model**

The new Leadership Model comprises three 4-day week roles – Executive Director and joint Artistic Directors. The Board has adopted the model as the preferred future approach to leadership at Clean Break reflecting the company’s values, its collaborative working practice and the range of its reach into theatre, criminal justice, women’s and other sectors. The model will also provide a robust, resilient and flexible approach to future leadership in the context of the new business model.

Team coaching and professional development will be provided to support the development and effective ongoing delivery of the Leadership team. All team members are expected to make an active commitment to shared Leadership and to work together to find effective and focussed ways of engaging with the Board and senior team in particular; and to provide clarity in decision-making and clear contact points for the wider staff team and external partners and stakeholders.

## **Candidates for Executive Director position**

Candidates for the role of Executive Director will have a background in the cultural sector (not necessarily theatre or the performing arts) whilst holding an interest in theatre and new writing, and a passion for the principles of social justice as set out in the company’s mission.

We are looking for an experienced leader with senior management experience in the cultural/arts sector. This can mean organisational leadership or the ability to step up into organisational leadership through proven experience of leading senior teams and major projects, and of largescale financial leadership – setting and managing budgets and fundraising. Clean Break’s current turnover is £1.3m.

We are looking for a candidate who will inspire us and who thrives on professional challenge. Through application and interview, we are looking for someone to join our Leadership team who will be able to demonstrate the skills, understanding, insight and confidence to take on leadership at Clean Break. We are also looking for a leader who will embrace the organisation’s values, is interested in culture and change, and who will work collaboratively with Anna and Roisin, the Board and the wider company.

We are particularly keen to attract applicants from diverse backgrounds in line with the company’s commitment to equality and diversity, and in recognition of the background of our Members and, more widely, women in the criminal justice system.

## **Joint Artistic Directors**

The new Artistic Directors have a wealth of experience and a strong track record with Clean Break and in the wider cultural sector. Anna Herrmann is currently the company’s Head of Education and Róisín McBrinn is the Head of Artistic Programme. They will take up their roles as Joint Artistic Directors on 1 July. They have been lead players in the development of the new business model and continue to spearhead the company’s artistic plans spanning programming, commissions, partnerships, Members and artists.

## Board

Kim Evans OBE is Chair of the Board and brings significant experience from the cultural and criminal justice sectors. The Board of Trustees is strong and active and includes a diverse range of women from the arts, women's sector, finance and criminal justice. A programme of Board recruitment is ongoing to build the Trustee team in line with the new business model.

## Senior team

The company has a skilled and energetic senior team in place who have also played a key role in the development of the new business model. Together they lead on the following areas: development, communications, operations, building, finance, business and the Members' programme.

The full staff and Board details are on the company's website [www.cleanbreak.org.uk](http://www.cleanbreak.org.uk)

## Application process and key dates

Closing date:	Wednesday 20 June midday
Interview round 1:	Tuesday 3 July
Interview round 2:	Monday 9 July

Application is on the attached application form. Please address and evidence the person specification points when writing your personal statement. This should be no longer than 3 pages of A4.

If you would like an informal conversation about the post, please contact Jane McMorrow [janemcmorrow1@gmail.com](mailto:janemcmorrow1@gmail.com) and she can provide initial information in confidence. Applicants will also be able to speak with the following ahead of the closing date: Kim Evans (Chair of Trustees), Róisín McBrinn, Anna Herrmann, Lucy Perman (Current Chief Executive). Please contact Lauren Mooney on [lauren.mooney@cleanbreak.org.uk](mailto:lauren.mooney@cleanbreak.org.uk)

Shortlisted candidates will have an opportunity to meet Anna and Róisín during the recruitment.

All completed applications should be submitted by the closing date to [recruitment@cleanbreak.org.uk](mailto:recruitment@cleanbreak.org.uk).

## 2. EXECUTIVE DIRECTOR JOB DESCRIPTION & PERSON SPECIFICATION

<b>Job title</b>	<b>Executive Director</b>
<b>Reports to</b>	<b>Board of trustees</b>
<b>Direct reports</b>	<b>Head of Development and Communications, Head of Finance and Business, Head of Operations, Producer</b>

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### **Job purpose**

The Executive Director is jointly responsible, with the Artistic Directors, for maintaining and developing Clean Break's role as a leading theatre company with specialist expertise with women in the criminal justice sector and women artists.

The Executive Director is responsible for the successful financial and operational management of Clean Break, including business development and income generation, and jointly responsible, with the Artistic Directors, for ensuring the company's strategic development.

The Executive Director will also build a strong internal culture of team working as well as excellent external relationships with partners and stakeholders to enhance the reputation and vision of the Clean Break. Together with the Artistic Directors, she will deliver on Clean Break's values to create a collaborative, welcoming and inclusive environment.

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### **Key responsibilities**

#### **Responsibilities jointly held with the Artistic Directors**

1. Ensure that the balance between Clean Break's creative aspirations and financial viability is understood and maintained. Set the strategic direction for the company, planning and executing strategy, assessing and managing risk, and developing and delivering the operational plan.
2. Build the company's long-term resilience through robust and responsive financial strategy and organisational design.
3. Deliver a viable business strategy through a diverse portfolio of fundraised and earned income for core costs, future project and capital investment.
4. Maintain positive and productive partnerships with stakeholders and supporters. Be actively involved in the delivery of the development strategy, working collaboratively with the Head of Development and Communications, and Development Committee.
5. Make the company's work widely available and accessible, and ensure that opportunities for artists, audiences and participants are maximised.



6. Ensure that the company has a clear voice, leading through theatre, and at the centre of conversations about women, crime and justice.
7. Play an active role in developing and maintaining the shared leadership model, with joint responsibility with the two Artistic Directors for the Chief Executive function.
8. Develop a strong and effective working relationship with the Board of Trustees and respective sub-committees.
9. Work collaboratively with the senior team to deliver high performance, creating the best conditions for direct reports to deliver their work through positive line management, clear targets and professional development.
10. Act as company spokeswoman, sharing relationship management with the Artistic Directors and supported by the Head of Development and Communications.

### **Principal responsibilities**

11. Have oversight of the business development strategy, including building and operational matters, working collaboratively with lead staff.
12. Hold ultimate responsibility for the company's financial strategy, controls and procedures, which the Head of Finance leads on.
13. Hold ultimate responsibility for all legal and other statutory and compliance matters, which the Head of Operations and Head of Finance lead on.
14. Have oversight of the fundraising strategy and income generation working collaboratively with lead staff.
15. Play a lead role in the development of the building as a key asset in future strategy including planned capital campaigns.
16. Work closely with the Board and Chair to lead on and enable good governance: together with the Chair prepare and deliver an annual Board timetable and appropriate agendas for the trustees to make considered decisions on strategy, policy and finance.
17. Carry out other key tasks as reasonably required by the Chair and Board.

## PERSON SPECIFICATION

You will have most or all of these and be able to evidence them in your application/at interview:

### Essential

#### Knowledge and skills

- Ability to organise and plan strategically whilst being able to pay attention to detail
- Strong financial skills and experience of forecasting and financial management
- Knowledge of current legislative framework and good practice guidelines for charities and limited companies
- High level of verbal and written communication skills, and ability to act as company spokeswoman
- Ability to be flexible and responsive
- Entrepreneurial and self-motivated approach
- Good judgement and political sensitivity
- Creative thinking and problem-solving ability

#### Experience

- Leadership within the cultural sector in a senior management role
- Leading a team and working collaboratively
- Working in partnership
- Securing fundraised income with an understanding of and networks in relevant areas of funding and investment
- Working with a Board of Trustees

#### Values

- Interest in theatre and new writing
- Commitment to the charity's mission and values; a passion for social justice and interest in women in the criminal justice system
- Commitment to diversity in all aspects

#### Desirable

- Experience of producing, and negotiating deals, at small and/or midscale with a range of partner organisations in London and nationally
- Experience of running a building and an enthusiasm for developing the potential of buildings as a key asset within longterm strategy
- A familiarity with the policies and priorities of Arts Council England
- Experience of leading organisational change
- Experience of delivering digital output

In line with all Clean Break appointments, the post is:

- Open to women only (exempt under Equality Act 2010 Schedule 9, part 1)
- Subject to a Right to Work check
- Subject to an enhanced DBS check

Applications are actively encouraged from Black and Asian women (currently under-represented in our workforce). Applicants who state they have personal experience of the criminal justice system or are disabled, who meet the essential person specification, will be guaranteed an interview.

### Terms

Salary	£55,000 FTE (£44,000)
Working hours	28 hours per week (FTE 35 hours) plus some evening commitments
Annual leave	20 days leave (FTE 28 days) plus bank holidays and Christmas closure
Pension scheme	Scottish Widows pension scheme: Clean Break will contribute 3.5% of your salary when you contribute at least 3% of your net salary
Other benefits	Company childcare vouchers scheme; staff training and development scheme; theatre ticket scheme; Bike 2 Work scheme; Employee Assistance Programme.
Location	Clean Break offices, Kentish Town North London; occasional London-wide and national travel

### 3. EQUALITY & DIVERSITY POLICY

#### Our Principle Commitments

Clean Break is an equal opportunities employer. We oppose all forms of discrimination and believe that all people, regardless of their identity or membership of any group, deserve to be treated equally, consistently and fairly.

We aspire to deliver consistently good practice and to set a high standard of equal opportunities within our service delivery; employment and volunteering; Board and advisory group structures; building and physical access and with the partnerships we forge.

In the case of Clean Break itself, we work with women who have personal experience of the criminal justice system and those at risk of offending as a result of their mental health distress and/or drug/alcohol use. In light of this, we employ only women to deliver our services in accordance with our exemption under The Equality Act 2010, Part 1, Schedule 9.

We recognise that many women are excluded from areas of society (such as employment, services, education) because of society's prejudice and discrimination. Women experience additional discrimination on the grounds of their: 'race, colour, ethnic or national origins, gender, gender-reassignment, disability, sexuality (the legislation uses the term "sexual orientation" but this policy will use the term "sexuality" instead), age, political beliefs, religious beliefs, trade union membership, economic status or class, offending background, marital status or family circumstances. As a Company, our particular priority is working with women who have experience of the criminal justice system and those at risk of offending as a result of their mental health distress and/or drug/alcohol use.

Within the parameters of the Company's mission, we are committed to being an inclusive organisation which reflects and values the diversity of the women that we work with. We recognise the significant benefits to the Company of working with a diverse team of women. We actively seek the creativity, excellence and different perspectives that individuals of all backgrounds and abilities bring to our work, which is enriched through collective experiences.

We strive to embrace and celebrate a broad definition of diversity within the framework of existing legislation and to develop a comprehensive action plan and provide training in specific areas of the main policy.

Clean Break is committed to consulting with women beneficiaries in relation to new policy development and project activity. We will bring annual plans to our student body for discussion and set up forums, where appropriate, to consult on particular project activity.

## 4. DISCLOSURE & BARRING SERVICE CHECKS STATEMENT

Clean Break aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Clean Break welcomes applications from diverse candidates, and as such **welcomes applications from ex-offenders** for this post. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant.

This post involves access to vulnerable adults and/or young people. As such, it meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, and an enhanced disclosure form is required by Clean Break before a final recruitment decision is made. An Enhanced Disclosure contains details of an individual's convictions, cautions, reprimands or warnings recorded on police central records and includes both 'spent' and 'unspent' convictions. These are shown on a criminal records check, together with any information held locally by police forces that it is reasonably considered might be relevant to the post applied for. Criminal record information will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s). Disclosure information **will be interpreted fairly** and discussed openly with you in order to assess job-related risks.

### At application stage

Clean Break encourages applicants to declare any convictions, or other matters that might be relevant at application stage. If you would like to meet with the relevant Manager to discuss your disclosure prior to an interview or following a provisional offer of work, please contact Clean Break on 020 7482 8600 and ask to speak to the relevant person. Alternatively, written details and dates can be submitted in confidence to the manager responsible for the appointment using an envelope marked 'private and confidential'. Applicants are encouraged to provide any other information they wish to draw attention to that may improve understanding of their situation and fair decision-making. The first step in the selection process will always be to assess the applicant's relevant skills, experience, qualifications and ability to do the job. Applicants will be judged on merit, as to whether they meet the requirements in the person specification.

### Following a job offer

Clean Break is currently using the Independent Theatre Council's (ITC) Disclosure service. Your disclosure information will only be seen by the relevant Manager at Clean Break, and if it requires further discussion, it will be brought to the attention of the Executive Director. In line with the Disclosure & Barring Service's (DBS) code of practice, we will take into account the seriousness and nature of any offence, the length of time since the offence was committed, the circumstances surrounding the offence and any explanation offered by the applicant. Criminal record information is regarded as sensitive personal information which will be kept confidential in lines with Clean Break's Confidentiality Policy.

**For further information please request a copy of our Disclosure and Barring Service Checks Policy.**

## 5. NEW LEADERSHIP PRESS RELEASE

### **CLEAN BREAK ANNOUNCES NEW LEADERSHIP TEAM IN THE RUN UP TO ITS 40<sup>TH</sup> ANNIVERSARY CELEBRATIONS**

**Award-winning women's theatre company Clean Break, announces a new leadership team to take the company into its fifth decade.**

**Róisín McBrinn and Anna Herrmann take up new roles as the company's Joint Artistic Directors and the search is now underway for an experienced Executive Director to complete the three-women leadership team.**

**The team will lead Clean Break into an exciting new chapter as the company celebrates its 40<sup>th</sup> anniversary in 2019 with an ambitious year long programme of work. Programme announcements will be made later in the year.**

The Joint Artistic Directors, Róisín McBrinn and Anna Herrmann, will combine their extensive experience as a leading theatre director and a leading practitioner specialising in theatre and social change to expand the ways in which the Clean Break produces groundbreaking new work. Clean Break was set up in 1979 by two women who left prison determined to use theatre to tell their own stories and those of the women they met there. The new leadership team, inspired by the company's founding principles, will build a diverse community of women artists with lived experience of the criminal justice system (Clean Break Members) and leading and emerging theatre practitioners. Together, these women will create unforgettable theatre that speaks truth to power.

This inspiring new model has been developed by the company under the leadership of its current Chief Executive, **Lucy Perman MBE**. Lucy will be leaving Clean Break this summer, having led the award-winning organisation for 21 years. Earlier this year, she was presented with the Criminal Justice Alliance Lifetime Achievement Award for her outstanding contribution to the sector.

*Róisín McBrinn, Joint Artistic Director; "I'm over the moon to be appointed as Joint Artistic Director at Clean Break. I look forward to embracing Clean Break's extraordinary experience of changing women's lives through great theatre and its success at pioneering diverse women theatre-makers' voices, whilst ensuring the company's growth as a vital force for change, within the theatre sector and far beyond. I am hugely buoyed for what the future holds for our audiences, our partners and our Members as we move into a vision combining brilliant women theatre artists with our Members in fresh and original ways."*

*Anna Herrmann, Joint Artistic Director; "I am absolutely delighted to become Joint Artistic Director of Clean Break, a company I have cared passionately about over the past sixteen years, as its Head of Education. I am ready to embrace this new adventure, making bold and outstanding theatre that shines a light on women's lives in prisons and beyond. With our Members at the company's heart, I look forward to finding ways of telling stories that*

*remain vital to share in light of the ongoing crisis for women in the criminal justice system. I want to thank Lucy and the Board for living the Company's values of courage, compassion and collaboration so thoroughly. Let's make it happen!"*

Kim Evans OBE, Chair: *"The Board is delighted to be working with Anna and Róisín and we look forward to recruiting a new Executive Director to complete the new leadership team. We are deeply grateful to our outgoing CEO, Lucy Perman, for the drive and vision she has brought to the company over the past 21 years. It is through her leadership that we have developed our new model for collaborating with some of our most exciting theatre makers to bring the voices of our Members to a wider audience in surprising and memorable ways."*

Lucy Perman MBE: *"It has been a great privilege to lead Clean Break for the past 21 years and to work with my brilliant team and the Board to develop a model that will make the company a greater force for change on the cultural landscape. The new collaborative approach to leadership is, for me, one of the most exciting aspects of our new way of working. I know that under the leadership of Anna, Róisín and the incoming Executive Director, the company will be in the best possible place to take up new opportunities and to make its voice - and those of our Members - more widely heard. The company has great plans to celebrate how far it has come in the past 40 years and I know it will go on to achieve great things in the future."*

Clean Break recently received a Tonic Award for its dedication to changing women's lives through theatre and commitment to new writing. During 2018, activity includes: Alice Birch's [BLANK] - a co-commission with National Theatre Connections (performed by young people around the UK and at the National Theatre); Katherine Chandler's *Thick As Thieves* - co-produced by Theatr Clwyd (premiering at Theatr Clwyd in October then touring prisons and theatres around the UK); participating in Artichoke's *Processions* project; and *Belong*, created by a group of young women with Natasha Marshall, Clean Break's Channel 4 Playwright In Residence and winner of a Most Promising New Playwright Offie for *Half Breed*.

## NOTES TO EDITORS

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**Clean Break** changes lives and changes minds through theatre – on stage, in prison and in the community.

Acclaimed theatre company Clean Break produces ground-breaking plays with women writers and actors at the heart of its work. Founded in 1979 by two women prisoners who believed that theatre could bring the hidden stories of imprisoned women to a wider audience, it is still the only theatre company of its kind remaining true to these roots; inspiring playwrights and captivating audiences with the company's award winning plays on the complex theme of women and crime.

Its commissioned playwrights have included Zawe Ashton, Alice Birch, Lin Coghlan, E V Crowe, Vivienne Franzmann, Tanika Gupta, Katie Hims, Sam Holcroft, Lucy Kirkwood, Chloë Moss, Rebecca Lenkiewicz, Winsome Pinnock and Rebecca Prichard.

Recent Clean Break successes have included *House/Amongst The Reeds* by Somalia Seaton & Chino Odimba (Edinburgh Fringe and Yard Theatre 2016), *Joanne* written by Deborah Bruce, Theresa Ikoko, Laura Lomas, Chino Odimba and Ursula Rani Sarma (Soho Theatre and Latitude Festival 2015, RSC Making Mischievous Festival, August 2016), *Spent* by Katherine Chandler (touring conferences and Higher Education settings), Vivienne Franzmann's *Pests* (Royal Court Theatre, Royal Exchange Theatre + tour), *Sweatbox* by Chloë Moss (Latitude Festival 2015), *Fingertips* by Suhayla El-Bushra and *Meal Ticket*, a company-devised play (Latitude Festival 2014), Katie Hims' *Billy the Girl* (Soho Theatre), Roz Wylie's *Stepping Off the Edge of the World* (Soho Theatre + tour), Rebecca Prichard's *Dream Pill* (Almeida Festival 2013, Latitude Festival 2012, Edinburgh Festival Fringe 2011), Sonya Hale's *Hours til Midnight* (Latitude Festival 2013, Southbank Centre + tour), Chloë Moss's *There Are Mountains* (HMP Askham Grange), Sam Holcroft's *Dancing Bears* and Chloë Moss's *Fatal Light* (Latitude Festival 2011), and *Charged*, written by six of the UK's foremost contemporary playwrights in 2010, revived as *Re-Charged* in 2011 (Soho Theatre).

Róisín McBrinn is a theatre director with over fifteen years experience working in the UK, Ireland and internationally. She has been with Clean Break since 2016 as the Head of Artistic Programme and during that time has directed *Joanne* (Soho Theatre and RSC) and *House/Amongst The Reeds* (Yard Theatre) for the company. She was formerly Associate Director at Sherman Cymru where she oversaw the commissioning and developing of new Welsh writing. Róisín has directed for the Donmar Warehouse (*Novecento*), Sheffield Theatres (*Afterplay*), West Yorkshire Playhouse (*Yerma*), Prime Cut (*Villa/Discurso*), The Abbey Theatre (*No Escape, Perve, Heartbreak House*). She has developed new work for Soho Theatre, The National Theatre, The Bush, The Abbey and Sherman Theatre. This summer she is directing a stage adaptation of Roddy Doyle's *The Snapper* for Dublin's Gate Theatre.

Anna Herrmann has been working in the field of theatre and social change for twenty seven years, specialising in theatre and education with marginalised groups in the UK and abroad. She has been with Clean Break since 2002 as the Head of Education, leading the company's award winning work with women in the criminal justice system and women at risk of entering it. Anna is co-author of *Making a Leap: Theatre of Empowerment: A Practical Handbook for Creative Drama Work with Young People* (Jessica Kingsley Publishers). She has an MA in Arts Education from Royal Central School of Speech and Drama and a PG Cert (Distinction) in Race and Ethnic relations. She is a regular visiting lecturer on Applied Theatre courses at Universities across the Country and between 2006 and 2018 was a trustee of Leap Confronting Conflict; a UK based national charity specialising in youth and conflict. Anna sits on the Steering Group of the National Criminal Justice Arts Alliance and is also a trained coach and regularly mentors artists in participatory settings.