



All or Nothing Aerial Dance Theatre

CHAIR of the BOARD OF TRUSTEES

**Information for
prospective Trustees**

July 2026

All or Nothing is currently seeking to appoint a new Chair of the Board to support the development and governance of the organisation. Please read on for more information about the charity and the process for applying.

If you would like the information in an alternative format, please contact us to request this.

e: recruitment@aerialdance.co.uk

t: 07989 978598

Who we are

All or Nothing Aerial Dance Theatre is Scotland's leading aerial dance company, a performance company and charity based in Edinburgh. Our work crosses the boundaries between the floor, the air and the space in between, merging aerial skills with dance theatre and contemporary circus. Pioneering aerial arts since 2006, our vision is aerial for all. We seek to embed aerial within the cultural landscape of Scotland as an artform that is accessible to people from all backgrounds. We have been creating exhilarating performances, enriching participation and leading the development of aerial arts in Scotland for 20 years.

In 2025 we became a Creative Scotland Multi-Year-Funded organisation and are looking ahead to expanded ambitions and opportunities. We have created Scotland's first aerial performance company, The Ensemble. In the first year, four aerial artists have come together to collaborate and devise new works, including *Windows* and *The Flying Ceilidh*.

All or Nothing makes and performs work of the highest quality; we present our own artistic work and regularly bring aerial elements to events. With performances ranging from small-scale theatre to large-scale outdoor spectacle, we tour extensively across Scotland, nationally and more recently internationally. Over the past 5 years, we have toured our family outdoor piece, *The Swings*, to over 45 venues across Scotland, Europe and Canada. We collaborated on interdisciplinary contemporary performance *Spectral*, created for Hidden Door Festival 2025 and our short aerial dance film *Floor Falls*, created in collaboration with Cagoule Productions, has screened at over 30 film festivals worldwide. We have hung from cranes for the award-winning Paisley Halloween Festival, flown through the trees in outdoor light trails and danced down iconic buildings such as Glasgow Science Centre and Tyne Bridge in Newcastle.

Participation is vital to the company's work; we believe that aerial and dance is for everyone, and we develop and facilitate all kinds of opportunities for this to happen. Our weekly classes support over 500 young people and adults - across five venues in four local authority areas - to climb, hang, swing and get upside down with aerial arts. We have developed talent pathways for young people who want to take aerial further. In 2025, we partnered with three other youth aerial and circus organisations to create Scotland's first Youth Circus Exchange, a day of advanced workshops and an opportunity to learn more about training at National Centre for Circus Arts.

We create routes into the sector, and partner with other organisations to challenge assumptions of who can do aerial, engaging as many people as possible through nurturing collaborations. This includes our partnership with the Beacon Arts Centre and Waterbaby Arts to deliver Creatability, working with people with learning and physical disabilities. Through our partnership with SCOREscotland in Wester Hailes, we deliver We All Fly Together, a project for young people facing racial and economic inequality. Participation often crosses over into our artistic strand to create performance experiences, including projects such as National Theatre Scotland's *Like Flying*.

We started in 2006 as a grassroots organisation, with no existing infrastructure for aerial dance and circus in Scotland. We've supported the growth and evolution of the aerial sector in order to enable our vision. Through programmes such as Flying High, we have worked to develop artists, facilitators, audiences and relationships with venues and promoters. Our hard work and ambition has become a success story as we regularly reach audiences of tens of thousands across Scotland and beyond.

Our Vision is aerial for all.

Our Mission is to amaze, inspire and challenge people through aerial dance theatre.

Our Values are the principles that underpin how we work:

Accessible	Ambitious	Professional
We put access at the heart of everything we do, aiming to create an open, flexible and generous environment for all aspects of our work.	We strive for the highest quality of work. We foster our ambition through continued creativity, collaboration and challenge.	Our work is professional and we are trusted to be friendly and reliable in the delivery of our activity and with our stakeholders.

Our strategic aims

- 1.To create breath-taking, visually exciting aerial dance performances
- 2.To widen participation in aerial dance
- 3.To develop, challenge and extend aerial dance as an art form in Scotland
- 4.To introduce and grow audiences for aerial dance
- 5.To manage an effective and sustainable business operation

Where we are now

We have been able to fundraise successfully over the past few years to consolidate our core team and base at Out of the Blue Drill Hall in Leith. We are in a phase of company development, having recently secured long-term core funding through Creative Scotland's multi-year funding. We have an exciting few years ahead, continuing to develop and grow our creative work and our audiences and participants, and creating opportunities for aerial artists in Scotland, including progressing our work with a new aerial performance ensemble. We have ambitious plans to meet our strategic aims, which are set out in detail in our [2025 – 2028 Business Plan](#).

Our Board of Trustees

Our current Board Members have experience in the arts, festivals, marketing, public engagement, risk management, social and academic research; the Board includes the Artistic Director and founder of the organisation, Jennifer Paterson. They meet in Edinburgh four times a year and organise working groups on specific issues as required. Board members also help by networking on our behalf and representing the organisation at events and meetings where appropriate.

Our current Board Members are: Marion Bourbouze, Abigail Diack, Anne Gallacher (Chair), Susan Hay, Magda de Jager, Jennifer Paterson, Jessica Shields. [You can read more about them on our website.](#)

We are looking to recruit a new Chair to join this Board as our current Chair's term comes to an end.

Chair of the Board

Role Description

The role is voluntary. The role would suit someone with an understanding of the arts and/or charitable sectors and governance.

The Chair is required to fulfil the role of Trustee, alongside additional duties as Chair.

Trustee Responsibilities

Trustees are collectively responsible for providing effective governance and oversight of the charity. Their key duties include:

- Setting All or Nothing's long-term vision and strategic priorities, and monitoring progress against these objectives.
- Ensuring compliance with all relevant legislation, regulatory requirements and the provisions set out in the charity's governing document.
- Safeguarding All or Nothing's financial sustainability by approving budgets, reviewing financial performance, and monitoring forecasts and risks.
- Demonstrating an ongoing commitment to the charity's purpose and values, acting at all times in its best interests and declaring any actual or potential conflicts of interest.

- Contributing professional knowledge, guidance and networks where appropriate, and providing support to the Artistic Director between Board meetings when required.
- Acting collectively as the employer of the charity's staff, including approving organisational structures and appointing the Artistic Director and other senior roles.
- Reviewing and approving policies and practices, including taking overall responsibility for health and safety and safe working practices.
- Supporting the recruitment of future Trustees.

Chair Responsibilities

In addition to their responsibilities as a trustee, the Chair plays a leadership role within the Board and the organisation. Key responsibilities include:

- Providing leadership to the Board and maintaining current understanding of All or Nothing's activities and development.
- Preparing for, facilitating and chairing Board and committee meetings in an inclusive, purposeful and effective way.
- Acting as the Artistic Director's line manager on behalf of the Board, holding regular meetings and leading on their annual review.
- Ensuring Trustees understand their duties and contribute effectively, including overseeing processes for reviewing Board performance and effectiveness.
- Working with the Artistic Director and relevant staff to ensure trustees receive accurate, relevant and timely information ahead of Board meetings.
- Leading the recruitment and appointment process for new Trustees.
- Providing advice, guidance and support to the Artistic Director with any organisational issues.

Commitment required

The Board of Trustees meets four times per year, usually in March, June, September and December; attendance at at least three of the four meetings is expected. There may also be additional exceptional meetings convened by the Chair. Attendance can be in person (at our offices in Edinburgh) or via online call.

The Trustees will also be invited to All or Nothing events and attendance at minimum two events per year is required. Reasonable travel expenses will be reimbursed to attend meetings and/or events in person.

Alongside the time commitment required by all Trustees, there is an additional time commitment required of the Chair to fulfil the other duties as outlined above. This work happens throughout the year, typically but not exclusively in preparation for and following the quarterly meetings. This work typically takes place during business hours, with flexibility to suit the Chair's and Artistic Director's schedules.

Trustees are elected for a three-year term of office initially, and can be re-elected for a second and third three-year term. After nine years, Trustees have to stand down.

Legal responsibilities of a Charity Trustee

Charity Trustees have legal duties as set out in the [The Charities and Trustee Investment \(Scotland\) Act 2005](#). Before applying to be a Charity Trustee, you should understand the general and specific duties required of you and ensure you are not [automatically disqualified](#) from acting as a Charity Trustee.

The Scottish Charity Regulator (OSCR) provides [Guidance and Good Practice for Charity Trustees](#).

As All or Nothing delivers work with children and young people as part of our core activities, all Trustee appointments are subject to a satisfactory Disclosure check. To find out more, see [this guidance](#) on OSCR's website.

Equal Opportunities Statement

All or Nothing acknowledges systemic exclusion within the performing arts sector. We are committed to creating and sustaining an open and inclusive organisation that provides opportunities for people from diverse backgrounds and cultures and enables a diversity of voices to be heard. Through our recruitment processes, we are striving towards creating a more diverse and representative workforce and actively welcome applicants from under-represented backgrounds.

We want to emphasise that you do not need previous experience as a Board Member to apply for this opportunity. We're keen to hear from you if you have a passion for supporting arts and communities and encourage you to apply if you're interested.

If you have any access requirements or would like to discuss any additional support we could provide, including other ways of applying, please contact us.

We'd be happy to chat about the role informally before you apply - please reach out to us if you have any questions.

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How to Apply

If you would like to be considered for the role of Chair of the Board of All or Nothing Aerial Dance Theatre, please submit either:

- your CV and a short letter of interest (max 2 pages) outlining your interest in the charity and the role, and your relevant experience
- a short video or audio submission (max 5 minutes) briefly outlining your employment and voluntary history (CV) and your interest in the charity and the role, and your relevant experience

Your application material should be submitted to

recruitment@aerialdance.co.uk.

Please also complete the [Equal Opportunities Monitoring Form](#) by following the link. This is anonymous and will not be used for any part of the application process.

The deadline for applications is **5.00 P.M. on Monday 2 November 2026**.

We will invite shortlisted applicants to an informal interview with two current Trustees and Jennifer Paterson (Artistic Director) in late October/November; a mutually suitable time will be arranged after the deadline. This interview can be in person or via phone/video call.

We may invite prospective applicants to observe our next Board meeting at **4:00 P.M. - 6.00 P.M. on Thursday 10 December 2026** with a view to the new Chair joining and leading Board meetings from March 2027.

Timeline

Role advertised from	Wednesday 29 July 2026
Deadline for applying	5.00 P.M. on Monday 2 November 2026
Informal interview	November 2026
Board Meeting observation	4.00 P.M. - 6.00 P.M. Thursday 10 December 2026
First Board Meeting (for appointed Chair)	March 2027

If you would like an informal chat about the role before applying,
please contact Jennifer Paterson.

Jennifer Paterson, Artistic Director:

jen@aerialdance.co.uk

07989 978598



www.aerialdance.co.uk

[Facebook](#)

[Instagram](#)

[LinkedIn](#)

All or Nothing gratefully acknowledges
funding support from Creative Scotland



ALBA | CHRUTHACHAIL

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