



Board Recruitment Pack 2025



An accessible guide for people
interested in joining Confidance's
Board of Directors

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Any important words in this document will be highlighted in **bold** - we will also describe what these words mean.



Any words in [blue underline](#) are links which you can click on for more information.



If you want to listen to an audio recording of this information, [please click here.](#)

1) Introduction

We're looking for **3 new people** to join Confidance's board in 2025, including the role of **Chair of the Board**.

This is a wonderful chance to work with a small, ambitious non-profit that has a new plan for what we want to achieve in the next 3 years.

What is a board?

A board of group of people who make decisions for an organisation.

Our board make decisions about:

- the goals of the company
- making sure we are working towards those goals
- making sure we follow the law

The board are **legally responsible** for supporting the organisation and making sure Confidance are working towards their mission.

The board meet **4 times per year**. These are usually online, and once a year in person.

What do Confidance do?

Confidance are an inclusive dance company based in East Kent, working with learning disabled and neurodivergent people. You can learn about us on [our website](#) and by [watching this short film](#).

We believe everyone should have access to quality dance education and careers. Through our main programmes, we offer accessible dance teaching where it's lacking—in schools, communities, and professional settings.



We are committed to breaking down barriers to dance by listening to our participants and artists and exploring how people with learning disabilities and their allies can drive social change.

What do Confidance want to achieve?

Our work aims to create more opportunities for learning disabled and neurodivergent people to be **heard** and **valued**.

Every year, we reflect on what we have achieved and what we want to do next. We share this learning in an **Annual Report** - you can see our [2024 report here](#).

In the next few years, Confidance want to:

- ensure our participants are more involved in decision making
- support dancers to co-deliver dance workshops, working towards a representational workforce
- consolidate and strengthen our programmes by building capacity in our team
- undertake organisational change, including **becoming a charity**

To make this happen, **we are looking for people from different backgrounds to join our board**, including different ages, genders, gender identity, race, ethnicity, disability, sexual orientation, marital status, social class or religion.

1) Role of board members

Who are we looking for?

We are looking for people who:

- want to create more and better dance opportunities for people with learning disabilities and neurodivergent individuals
- want to ensure that the voices of people with learning disabilities are heard and respected
- have time to share their skills and knowledge with the board to support Confidance

We are **particularly interested** in working with people who:

- are learning disabled or neurodivergent
- have experience in financial management or fundraising
- have experience in strategic development for small scale charities
- have experience in safeguarding

What will a board member do for Confidance?

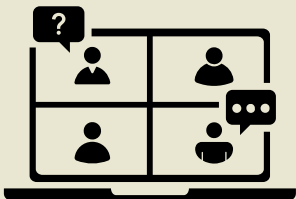
As a board member, you will agree to contribute your time and skills to help us on our mission for social change.



You will join us for **4 meetings a year**.



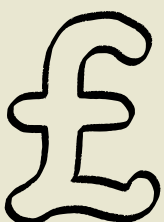
They will last **60 minutes** long.



They will usually take place **online**. We try to meet in person once a year for our Annual general meeting.



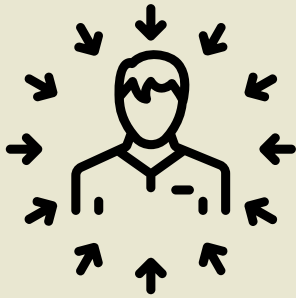
There are sometimes smaller meetings with groups of members, to discuss specific jobs or activities. **You may be asked to prepare ideas or tasks** for these so that you can best support the work.



You **will not be paid** for this work. We will give you money for any **travel or access costs** to attend meetings.

3) How to apply

Please tell us why you want to be on our board, including:



- a short bit about yourself



- why you want to be on our board



- what skills you have that might help our board

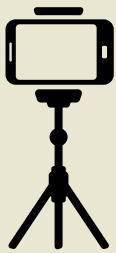


- any experience you have either in dance, the arts, disability or charity sector

You can tell us your answers by applying in the best way for you. You can either:



- write your answers in a document (no longer than 3 sides of A4)



- film yourself answering these questions (no longer than 5 minutes)



- record yourself talking in an audio file (no longer than 5 minutes)



- request a phone call by contacting us here, where you can answer these questions in conversation



You will then need to send your application to our email:

confidanceinclusive@gmail.com

You need to apply by 2nd November 2025.

What will happen next:

Our application process will **close on 2nd November.**

We will look at all the applications we received.

We will invite some people to have a face-to-face meeting, where we can ask some further questions and explain more about the role. **These will take place in November.**

We then hope to recruit 3 people to join our board.

If you have any further questions, or need support with your application, please contact:

Grace Wranosky-Mills (Creative Producer)



by email: confidanceinclusive@gmail.com



by phone: 07948645145