

# BRISTOL OLD VIC

**Thank you for your interest in Bristol Old Vic. We're working to become an accessible, fully inclusive organisation, and the employer of choice for people from all communities and backgrounds.** We're on a journey to build a workforce that is fully reflective of Bristol's population. We would particularly like to hear from candidates who have previously been underrepresented at Bristol Old Vic and in the theatre sector at large due to the experience of barriers linked to ethnicity, class, disability, gender, geography, sexuality, age and religion.

**Our Vision** Inspire change, one story at a time

**Our Purpose** To dismantle historic inequity for social change with respect, generosity and creativity. Provide a respectful place for everyone to experience the joy of live theatre with opportunities to discover, explore and grow creatively.

**Our Mission** Be a financially and environmentally sustainable home for skills development; nurture new voices, spark new ideas and create work that speaks to and reflects our communities. Enthuse Bristol as it is today and wants to be tomorrow, using our voice to advocate for the power of the arts, driving our city and sector forward.

## Our Values

**Accessible:** We want to be an accessible and fully inclusive organisation, a place where people from all communities and backgrounds can develop their careers and thrive. We want to reflect Bristol's communities and authentically welcome and serve all.

**Brave:** We act with bravery and kindness as we work to shape a financially sustainable business-model, to diversify our workforce, to diversify the stories we tell, and develop audiences and participants of the future.

**Integrity:** We act with openness and honesty, are accountable for our own actions and respectful of the value and skills we each bring. We act responsibly and uphold the high standards that are expected of a charity.

**Nurturing:** We want to get the best out of people and we act with patience and flexibility as we work together to deliver our objectives. We are kind, helping each other to succeed and offer guidance and support whenever it is needed.

**Professional:** We act with professionalism, setting a high standard of conduct for ourselves and each other, reflecting on what we do so that we can continually improve.

**Resilient:** By its very nature, theatre can be unpredictable but as a resilient team, we work together to get over unforeseen challenges respectfully.