CHAIR OF THE BOARD

RECRUITMENT PACK

UNLOCKING POTENTIAL | IGNITING PASSION

LONDON VOCATIONAL
BALLET SCHOOL



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CHAIR OF THE BOARD

RECRUITMENT PACK - OCTOBER 2026

London Vocational Ballet School are looking for a like-minded, driven and passionate Chair of the Board to join us, leading on governing the school and charity.

This is a unique opportunity to join a vibrant and values-driven community, and to be part of leading our vision for an exceptional vocational education for young people in the South of England.

Following a significant period in the school's 20-year history, underpinned by its rebranding as LVBS and a significant capital development project allowing additional and upgraded facilities, the school is ready to take its next steps as part of its plan for growth.

The Chair of Trustees will lead these efforts in tandem with the school's Directors and has the same legal responsibilities as other Trustees, but has additional responsibilities assigned by the Board.

The Chair will hold the Board and Senior Management team to account for the delivery of the LVBS mission and vision, providing inclusive leadership to the Board of Trustees, ensuring each Trustee fulfils their duties and responsibilities. The Chair is responsible for ensuring LVBS has high standards of governance and compliance with all regulatory bodies.

The Chair will also support and, where appropriate, challenge Directors and guarantee the Board works together with the entire Senior Management team of LVBS to achieve agreed objectives. The Chair is an ambassador for the school and charity and should endeavour to be present at all key meetings and events.

OUR MISSION

At our school, we take immense pride in our position as a premier location for vocational ballet training, where we offer exceptional instruction in classical ballet and various dance disciplines.

Our primary objective is to equip students for full-time upper school ballet training. Our vocational training approach is centred on fostering technique, versatility, and musicality, all underpinned by discipline and creativity.

This approach empowers students to evolve as dancers with a distinct sense of individuality and expression, all supported by a strong foundational technique.

To guarantee personalised training and individualised support, our class sizes are deliberately kept small.

Irrespective of a student's starting point, our commitment is to help each individual exceed their potential. We meticulously monitor each students' ability and progress to ensure a comprehensive and well-balanced curriculum that equally values both vocational and academic studies.



RESPONSIBILITIES OF THE ROLE

Strategic Leadership

- Provide strategic leadership to the organisation so that LVBS has the maximum impact for its stakeholders.
- Make sure that the Board operates within its charitable objectives and provides a clear strategic direction for the school and charity.
- Guarantee that Trustees fulfil their duties and responsibilities for the effective governance of the organisation.

School Culture

- Establish and sustain the school's ethos and strategic direction in partnership with those responsible for leadership and governance and through consultation with the school community, in reflection of the wider dance education sector.
- Actively work to drive forward Equality, Diversity and Inclusion within all work of the board and by extension school

Safeguarding

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care expected of all staff.

Governance

- Ensure that the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead LVBS effectively and which also reflects the communities we work with.
- Lead an annual appraisal of the Board of Trustees. Ensure there is a process for developing the knowledge and capability of the Board of Trustees and be actively involved in their development, in partnership with school leadership.
- Encourage dynamic and positive change and where appropriate address and resolve any conflict within the Board.

External Relations

- Be an ambassador for LVBS by promoting its ideas and strategies and work closely with the Head and Artistic Director to build strategic alliances and networks.
- Acts as a spokesperson for the organisation when appropriate and represent LVBS at external meetings and school events.
- Facilitate change and address any potential conflict with external stakeholders.

Board Effectiveness

- Chair regular Board meetings ensuring effective debate and collective decision-making by creating a safe space for everyone and paying attention to group dynamics.
- Encourage other board members to show up and share expertise based on passion, perspective and ability.
- Facilitate and guide conversations to stimulate creativity, actively encourage daring ideas, bring worries to surface, and develop consensus.
- Foster, maintain and safeguard constructive relationships with and between Trustees.
- Collaborate with the Directors to give direction to Board activities and ensure that the meetings are well planned, meaningful and reflect the responsibilities of the Trustees.
- Meet and liaise as appropriate with the Clerk to the Trustees and Chairs of the Board subcommittees.
- Ensure decisions are taken in the best, long-term interests of the school and charity.

Relationship with the Directors

- Lead the process of recruiting senior leaders should a vacancy arise.
- Establish and build a strong working relationship with the Directors, ensuring that they are held to account for achieving agreed strategic objectives.
- Ensure regular contact with the Directors to maintain an overview of the organisation's affairs, providing support as necessary.
- Conduct annual appraisals and review for the Directors in consultation with other Trustees.
- Ensure that the Directors and Senior Management Team have the opportunity for professional development and have the appropriate external professional support.
- Rigorously interrogate the financial performance of the organisation, working closely with the Senior Management Team and the Treasurer to ensure prudent decision making and long term security for the organisation.

Terms of Appointment

Trustees are appointed by an open recruitment process. Our Chair is appointed by the LVBS Board of Trustees and is accountable to them. The Chair can be appointed either internally from the existing Board or recruited externally.

Term
The Chair will serve a three-year term to be eligible for re-appointment for one additional term. A third term may be agreed in exceptional circumstances up to a maximum total of nine years.
In addition to chairing the main Board meetings, the Chair has the right to attend the sub-committees as they see fit.

Remuneration
The role of the Chair is unremunerated, although all reasonable expenses including travel may be claimed.

Time Commitment
Trustees are asked to commit to four Main Board meetings a year (2.5 hours), and additionally the Chair attends all Finance Subcommittee meetings which take place quarterly. The Chair would be expected to commit more time, estimated at around 4 days per month to really drive the school forward during its growth period and cover extra duties such as meetings with the Directors and Trustees.

Start Date
The ideal start date will be 1 January 2027 and we would like to ensure there is a good handover period prior to this.

Location
Meetings are always offered virtually to ensure accessibility for all but we encourage and welcome regular visits to the school.



SUBMIT A NOTE OF INTEREST

Candidates are required to **complete and send a safer recruitment form,** and send an up-to-date, comprehensive CV and interest letter, explaining their suitability for the role to recruitment@londonvocationalballetschool.com.

All applicants must have the right to work in the UK. Thorough safeguarding checks, including criminal record and reference checks in line with our safer recruitment policy will take place before the position is offered to an individual. LVBS is committed to promoting Equality, Diversity and Inclusion within our recruitment process and encourages applications from candidates of all backgrounds.

Alternative application formats are accepted, please contact us for more information. If any candidate would like to have an initial discussion around the role, please contact us by email.



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One Dance UK Member