

**chichester
festival
theatre**

Working at CFT



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About us

Chichester Festival Theatre is renowned for the exceptionally high standard of its productions as well as its work with the community and young people.

Our main house Festival Theatre produces ambitious epic dramas and world-renowned musicals; our smaller Minerva Theatre is particularly noted for its bold, provocative new writing alongside more intimate revivals.

The annual Festival season runs from April to November, during which 9-12 productions originated at Chichester reach an audience of over 230,000. Year-round programming by our Executive team continues through the winter with the Theatre presenting high-class touring productions, as well as a traditional Christmas show mounted by our acclaimed Chichester Festival Youth Theatre.

Inclusivity is at the heart of our work and we welcome all to enjoy and participate in a variety of theatre experiences, firmly established at the heart of our local community whilst growing our reputation nationally and internationally.

We are fortunate to enjoy the support of a large number of loyal Friends who have a deep commitment to our work on and off the stage. Our Learning, Education and Participation (LEAP) programme is a beacon of excellence and inspiration to its local audience.



Our Story

When Chichester Festival Theatre opened in 1962, it was Britain's first modern thrust stage theatre. Between 1962-65, under its first artistic director Laurence Olivier, CFT provided the nucleus for the newly established National Theatre company.

A major project to restore and upgrade its Grade II* listed building was completed in 2014, and the Theatre now proudly matches its world-class artistic reputation with world-class facilities and spaces.

Over the past five decades, myriad productions originated at Chichester have transferred to the West End or toured nationally and internationally, from musicals to significant new plays and classic revivals.

Transfers include *Caroline, Or Change*, with Sharon D. Clarke recreating her Olivier Award-winning performance in London and New York; Laura Wade's

The Watsons; Ian McKellen in *King Lear* (also broadcast internationally by NT Live); James Graham's *Quiz*; and a UK and Ireland tour of Rodgers and Hammerstein's *South Pacific*. Our 2022 production of Steven Moffat's *The Unfriend* transferred to London, and *Crazy for You* opened in June 2023 at the Gillian Lynne Theatre.

Last year, to celebrate its 60th anniversary, CFT staged its largest Festival to date with new plays by Alecky Blythe, Steven Moffat, Kate Mosse and Christopher Shinn, three musicals, seven co-productions and an array of special digital and community events.

'Chichester Festival Theatre hosts world-class performances, bringing some of the top shows on tour and curating its own exciting programme of events'
Metro



Our Vision, Mission And Values

At Chichester Festival Theatre, we create inspiring experiences that bring people together – on and off the stage. We want to light a spark in everyone who experiences our shows, inspiring joy and a deeper understanding of the world around us. We transform lives with our industry-leading community

participation programme, and strive to be a theatre where everyone can find their place and their voice. We will always aspire to excellence; boldly push boundaries; seek and support current and future voices; and ensure everyone feels that they belong.

Creatively ambitious

Creativity is at the heart of everything we do. We aren't afraid to push boundaries in pursuit of our vision and to take risks, shaping the future of theatre.

Community driven

We are rooted in our community, aiming to inspire and delight through our work on and off the stage. We bring people together and encourage everyone to try something new.

Inclusivity champions

We are welcoming, open and inclusive to all, fostering a collaborative and respectful environment.

Sustainably minded

We support and strengthen sustainability on all fronts: artistic, environmental, organisational and financial.



Our Aims

We strive to bring people – artists and those who support artistic work – together in an environment where creatively they can flourish. Alongside our tradition of producing great plays with great actors, CFT seeks out innovative and exciting voices in order to explore newer forms of theatre, alongside our traditional repertoire.

We are committed to supporting individuals in developing their creative, artistic, personal and social skills alongside a life-long enjoyment and appreciation of the arts. Our ambition is to promote inclusivity, accessibility and diversity, and to ensure rich opportunities for all people, regardless of age, culture and social background, to feel inspired, challenged and excited by the arts.

In 2022, we launched our Case for Change which will guide the development of a new equity,

diversity and inclusion policy alongside a multi-year strategy to embed change.

'Chichester Festival Theatre is one of the most welcoming theatres I have had the pleasure of working in. The culture at CFT provides an intellectual and physical space for excellence, rigour and experimentation, and the team are willing to do what it takes to engage new audiences. It is a most creative and stimulating building that offers something for everyone.'

Nicole Charles, Director,
Sing Yer Heart Out for the Lads

'One of the best places outside London to catch high-quality drama'
Sunday Times

Sing Yer Heart Out for the Lads Photo Helen Murray



Our Communities

CFT is committed to taking its work well beyond the Theatre to engage and inspire people of all ages, and explore what we can offer to people who may not find it easy to watch a performance in the usual way. We aim to break down any physical, mental, emotional and cultural barriers that prevent theatre being accessible for all, and provide a range of options for everyone to feel comfortable coming to the Theatre. These include CFT Buddies, Dementia Friendly, Relaxed and Access Performances.

The Learning, Education and Participation (LEAP) team creates and delivers a year-round programme of practical workshops, projects and events engaging all people of all ages, abilities and backgrounds. It operates under two key strands: Children and Young People (CYP) and Community.

Our work in the community makes a significant contribution to wellbeing and our focus moving forward is to support mental health as we acknowledge the ongoing challenges that many sectors of our community, especially young people, continue to face. In 2022, we welcomed a new Creative Therapist to our team to help support this important work.

'I have long opined that Chichester's LEAP team is one of the best theatre education programmes in the country, with an institutional commitment to education which includes county-wide youth theatre, mental health and dementia friendly initiatives, talks, discussions and much more.'
Susan Elkin, Ink Pellet

'We have two world-class theatres on our doorstep, and everybody should have a chance to enjoy them'

CFT Buddy volunteer

CFT Buddies Photo Carl Pendle



Young People

CFT prides itself on its work for and with young people, enabling a new generation of audiences and theatre-makers to engage with our work and share their own stories.

Our Prologue scheme offers 16-30 year olds £5 tickets to all Festival productions and selected Winter shows and West End transfers. Prologue members also receive access to exclusive events, talks and masterclasses, and a team of Prologue Ambassadors work with the Theatre to promote this scheme. A new staff-led initiative has also seen the launch of a monthly late-night events programme, attracting a younger and more diverse audience.



Our award-winning Chichester Festival Youth Theatre works with 850 young people a week across eight locations, including two groups for young people with additional needs. We also work with Young Carers, unaccompanied asylum seekers and children in hospital.

We also offer apprenticeships, work placements and traineeships.

Working alongside the Board of Trustees, our Youth Advisory Board is instrumental in making the Theatre a more dynamic and welcoming place for young people.

Digital

In 2020, the global pandemic forced Chichester Festival Theatre to think creatively about how to stay connected with audiences whilst our theatres were closed. The challenges led CFT to experiment and innovate to produce digital content in a new way.

Working in close collaboration with external partners, we delivered 28 streamed performances and events, reaching over 153,000 people across 52 countries. We engaged with a further 156,000 people through our online community activities and connected with new and diverse

audiences, while maintaining vital relationships with existing ones. Subsequently we have developed a new digital strategy to address our organisation's – and our audiences' – growing need for a diverse digital offering across multiple channels.

We are proud to have won the 2022 UK Theatre Award for Digital Innovation for Digital Stages, a series of events celebrating our 60th anniversary from a cutting-edge recreation of the 1962 stage to a brand-new virtual game created by CFT's community companies for adults with learning disabilities.

'Crave @ChichesterFT is so so beautiful and painful and not one drop of the experience was lost watching the livestream because I basically didn't breathe for 50 mins'
@Caitlinmcew

A Sustainable CFT

We aim to be bold in addressing the climate crisis. Led by our staff Green Committee we champion sustainability, advocate for a greener future and are actively working to reduce our impact on the environment. In 2022 we were nationally recognised by Visit England, receiving the Gold Award for Ethical, Responsible and Sustainable Tourism.

We are proud that since 2020 we have celebrated each opening night by planting a tree on Oaklands Park – 25 trees to date. Alongside this we have planted a wildflower meadow to increase biodiversity and create a positive wellbeing space for all.

In support of the goals of COP26 we invited the community to join us in spelling out the word COMMIT, and our recent Carnival of Lights celebrated the environment with

a sea of lanterns paraded through the streets of Chichester.

We encourage innovative and sustainable digital design processes, made possible with 3D Lidar scans of our auditoriums, deliver Carbon Literacy Training to CFT staff, and are currently trialling the Theatre Green Book baseline standard to support industry-wide learnings.

Everyone at CFT can get involved, share their ideas and support us in a greener future.

**‘Love @ChichesterFT who are doing great things to improve its sustainability’
Theatres Trust**

Photo Tim Hills



Facts & Figures 2022/23

6 world premieres | 3 musicals | 7 co-productions

Festival 2022

£9,692,233

Total tickets income

29,382

Tickets sold at £10

526

Performances of 43 productions

27%

First-time bookers

51%

Tickets sold more than two months in advance

16,212

Children & young people attending

318,300

Tickets

91%

Respondents rated quality of productions excellent or good

Winner

2022 UK Theatre Award for Digital Innovation (60th Anniversary Digital Stages)

4,704

Prologue £5 tickets for 16-30 year-olds (149% increase)

89,136

Participations in outreach activities



People

CFT has a dynamic and collaborative working environment. Many of our departments are based in an open plan office wrapped around the Festival Theatre stage, with views onto Oaklands Park, ensuring we work closely together and establish strong and mutually supportive relationships.

We have 80 permanent staff in roles ranging from Technical and Producers to Finance, Marketing to Theatre Management, Development to Building Services, and Learning, Education and Participation. Every department is integral to the Theatre's work and our world-renowned productions.

During the Festival season we welcome additional staff to our Technical departments, including Wigs and Wardrobe, Props, Stage, Lighting and Sound. Many people return each year but we always enjoy welcoming new faces too.

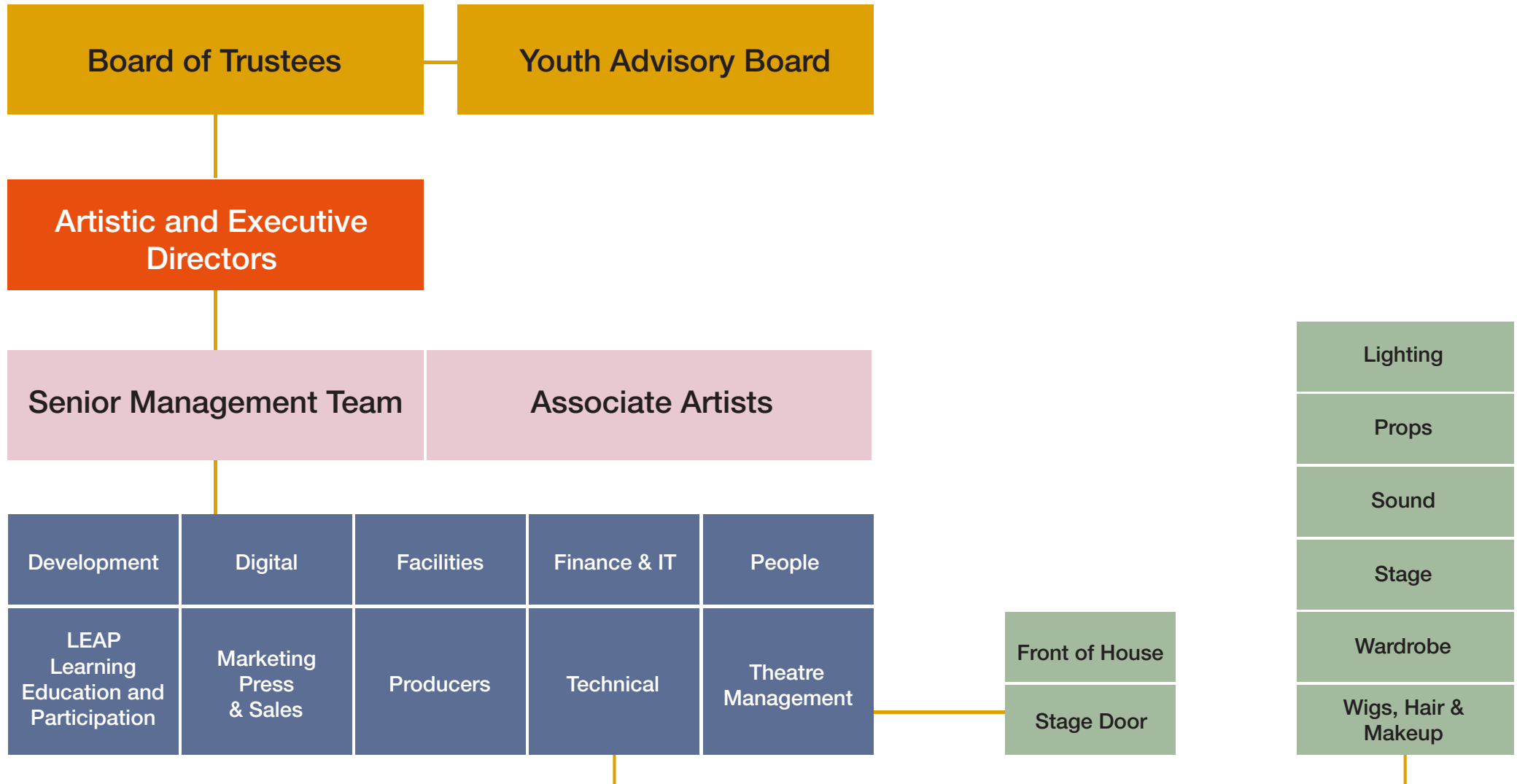
Regular company meetings hosted by the Artistic and Executive Directors and a staff intranet keep us in touch with what's happening, and throughout the Festival season there are meet and greets with the acting companies and the opportunity to attend press nights, parties and other social events. CFT believes professional development is important for all our staff; training and short courses are encouraged and readily available.

'Every department strives to achieve excellence and there is joy running throughout the building'
Samantha Spiro, actor



Photo Tim Hills

Organisation Structure



Chichester

Surrounded by beautiful countryside and sandy beaches, Chichester boasts a rich heritage alongside modern convenience.

Chichester has a full range of both major chains and independent shops, bars, coffee shops and restaurants. Attractions include Pallant House Gallery; the Cathedral; Goodwood's famous motorsport events and horseracing; an excellent independent cinema and a Cineworld; the family friendly Weald and Downland Open Air Museum; and historic splendours such as Arundel Castle and Petworth House.

A 10-minute drive north takes you to the heart of the South Downs National Park, or south to the stunning beaches, with miles of walking and cycling trails.

The major cities of Brighton and Portsmouth are less than an hour away, and trains to London take 100 minutes.

Chichester Lantern Parade Photo Tim Hills



Equal Opportunities

At CFT we are dedicated to championing equity, diversity and inclusion, and this is reflected in the work we do. In 2017 we were the first theatre in the UK to have a companion scheme, CFT Buddies, and we were also one of the first to livestream shows to local hospitals. In 2019 we were the first theatre to introduce Polish interpreted performances for family friendly shows, and in 2021 we began our Dementia-Friendly performances.

We embrace and celebrate diversity and are committed to building a team that represents a variety of backgrounds, perspectives and skillsets. We passionately believe that the more diverse and inclusive we are, the better we'll be, as a company, an employer, a community hub, and a theatre.

To help us monitor our progress in attracting a diverse workforce we would be grateful if you would please complete our Equal Opportunities survey provided in the separate job description.

Chichester Festival Theatre is committed to safeguarding and protecting the children and young people we work with. We ensure a range of policies and procedures are in place which promote safeguarding and safer practice across our organisation.



'The jewel in the crown
of regional theatres'
Daily Telegraph

A photograph of the Chichester Festival Theatre at night. The building is a modern, multi-story structure with a prominent sign that reads "CHICHESTER FESTIVAL THEATRE" in illuminated white letters. The building's facade features a mix of concrete, glass, and vertical slats. A large crowd of people is gathered in front of the theatre, some walking and some standing, creating a sense of activity. The scene is lit with warm interior lights and cooler exterior lights, set against a dark night sky. A blurred crowd of people is visible in the foreground, suggesting a busy event. A sign for a cafe is partially visible on the right side of the building.

CHICHESTER FESTIVAL THEATRE

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Chichester Festival Theatre Photo Philip Vile