
CURVE
JOIN US

WELCOME!

from the Chief Executive & Artistic Director











Thank you very much for your interest in Curve and for wanting to work with us.

We are proud to be part of this incredible theatre and we hope you will consider applying to join Team Curve.

We passionately believe everyone who lives, works and learns in our city should have access to great art and culture, and we have a very real opportunity to make a difference. Last year, over one million people engaged with Curve through performances and projects at our home in Leicester, within our local community and across the UK and beyond. Since we opened in 2008, we have developed a reputation for producing, programming and touring a bold and diverse programme of musicals, plays, new work, dance and opera. All of this is presented alongside a dynamic mix of community engagement, artist development and learning programmes, which firmly places audiences, artists, and communities at the heart of everything we do.

In joining Curve, you will be part of a successful and entrepreneurial business; we are just as proud of our work in our local community as we are of our commercial touring programme. We are a registered charity and this supports our work with people of all ages and backgrounds across our learning and talent development programmes. We are also supported by our principal funder Arts Council England.

At the heart of our theatre is 'Team Curve' an extraordinary group of individuals who make magic happen every day in our building, within our local community and beyond. In working for Curve, you will be part of a hard-working, kind and talented team of people who share a commitment to creating great work for everyone. Curve is a fun and exciting place to work; no two days are the same, there is often a lot to challenge us, but the job satisfaction is second to none.

We are an inclusive organisation, from our trustees and team members to our audience and participants. We treat all job applicants equally, regardless of class, age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sexual orientation or any other equality characteristic. We particularly encourage applications from individuals who are under-represented in the cultural sector.

Come join us and be part of our future.

Chris
Chief Executive

Nikolai
Artistic Director



disability confident COMMITTED

KEY ACHIEVEMENTS 2024/25



- Generated an annual turnover of **£18.5 million**
- Sold **265,354** tickets to performances at our home here in Leicester
- Saw an average attendance occupancy of **78%**
- Had over **27,500** engagements with Creative Programmes activity
- Sold over **2 million** tickets on UK and international tours
- Recorded over **2 million** digital engagements
- Programmed **132** accessible performances, including British Sign Language interpreted, Audio Described, Captioned, Touch Tours, Dementia Friendly and Relaxed
- **28%** of our audiences attended a show at Curve for the first time
- Almost **8,000** people were part of Curve's membership scheme
- Over **350** school groups – totalling over **20,000** tickets – attended a performance at Curve
- More than **1,000** artists took part in artist development programmes led or supported by Curve
- Delivered **900** training sessions for Curve employees either in person or online







ABOUT US

OUR VISION

To be recognised as a theatre of national and international significance.

OUR MISSION

Curve is a leading producing theatre located in the heart of Leicester's Cultural Quarter. We are dedicated to making and programming world class performances for everyone who lives, works and learns in our unique city and beyond.

OUR AIMS

Grow Curve's reputation as a leading producer of theatre and a space to present world class performances.

- Establish Curve on Tour as a major producer of national and international touring work.
- Build Curve's role as an incubator for artist development, shaping the artistic landscape for practitioners identifying from Black, Asian and ethnically diverse backgrounds.

Develop and deepen our reach by ensuring Curve remains a place where everyone can engage with the arts.

- Develop the diversity of our audiences and attract more visitors to Curve.
- Ensure people of all ages and abilities can take part in artistic activities.
- Use data, insight and evaluation to inform audience development plans and artistic decision making.

Strengthen our financial model with a flexible approach to maximising income streams.

- Develop a fundraising culture across the organisation and with audiences ensuing year on-year growth on income targets and net contribution.
- Invest in our buildings and technical facilities.

Build Curve's reputation as a leader in both our city and industry.

- Establish Curve as an excellent employer of choice.







INVESTING IN TEAM CURVE

Investing in our people is key to our ongoing success, in the last 12 months we have developed our teams through training in various areas of the business for example:

- **Safeguarding**
- **Mental Health First Aid**
- **Exceeding Visitor Expectations**
- **Constructive Conversations**
- **First Aid**
- **IPAF**
- **PYRO**
- **Conducting Workplace Investigations**

In addition to this, we also provide opportunities for on the job training through our Sponsorship programme and Mentoring.

In our most recent engagement survey, over 95% of our staff said they would recommend Curve a great place to work.

"Working here has given me a chance to showcase my creativity and I've been offered so many opportunities that I had never expected. My Head of Department has a personal interest in our development - not something you often get in big organisations."

Chandni Mistry
Creative Programmes Practitioner

"Curve is a wonderful place to work. Everyone is given the opportunity to thrive and develop in a respectful and supportive environment. Being part of the Producing and Programming team is incredibly rewarding, seeing a production on Curve's stages and knowing that you were a part of getting it there."

Mary Harding Scott
(PA to the Artistic Director and Producing Assistant)







VALUES

At the heart of our theatre is an exceptional team.
We celebrate our differences, but we all share the core values:

CREATIVITY



Nurturing imagination and talent
to produce excellence.

COMMUNITY

Working together to enrich the
lives of our audiences, communities,
colleagues and ourselves.



RESPECT



Valuing the qualities,
opinions and experience
of those around you.

TRUST

Believing in what we do,
the people we do it with,
and the work we create.



KINDNESS



Be caring and considerate to others
and yourself. Treat people with dignity
and empathy to cultivate a positive
and healthy environment.

INSPIRE

Be excited, inclusive and
enthusiastic, encouraging others
to achieve extraordinary things.



"Curve is a diverse, vibrant and exciting place to work. Everyone makes you feel welcome and supported and you'll really feel part of a team."

Sarah Williamson
Visitor Experience Administrator

"We are lucky to work in such a great building where we have a variety of shows and different things happening as well."

Anne Evered
Casual team member

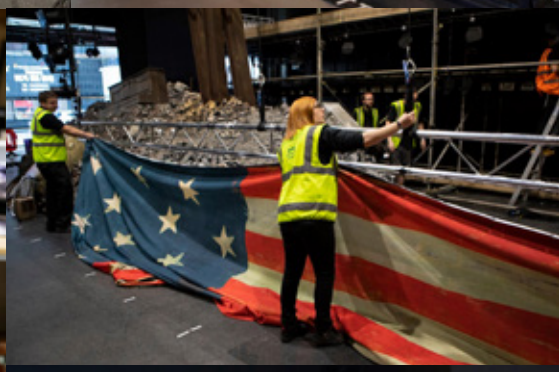








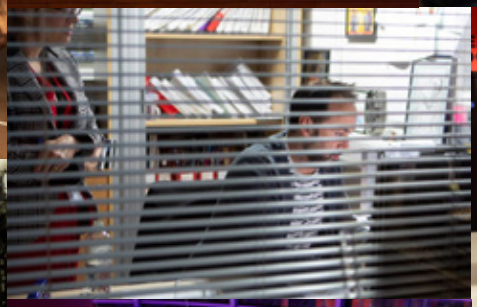








BOX OFFICE



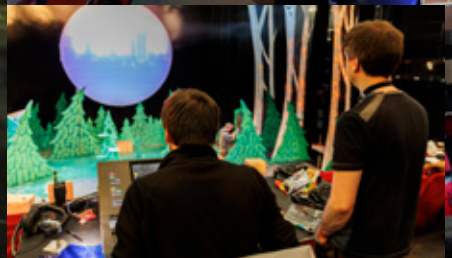














WHY WORK FOR CURVE

Curve is a vibrant and busy environment and over the last 15 years we have experienced extraordinary growth, which is down to the dedication of our teams. We pride ourselves on being a welcoming place, where people and teamwork are paramount.

Investing in our team is key to our ongoing success, in the last 12 months we have programmed a range of training days and supported colleagues achieving a number of formal qualifications, including:

- Passport to Leadership
- Marketing Touring Shows
- IOSH Managing Safety
- Mental Health First Aid
- Safeguarding
- IPAF/Tallescope Rescue
- Post-graduate certificate in Employment Law

In addition to this, we also provide opportunities for on the job training as well as coaching and mentoring.

In our most recent engagement survey, over 95% of our staff said they would recommend Curve a great place to work.

"Whenever anyone asks me where I work I am always so proud to say Curve. Every day is completely different and the work that is created on our stages is incredible!"

Claire Ward
Director of Audiences

"Curve is a terrific place to work and at the heart of our theatre is an outstanding team with a commitment to bringing world class artistic experiences to everyone who lives, learns and works in our city and beyond. If you want to be part of an ambitious and exciting organisation, our theatre is the place for you."

Chris Stafford
CEO

"I have worked for Curve for almost 4 years now and I can honestly say that no two days are the same and that is one of the reasons why I love working here. Like any job there are challenges but getting to work alongside friendly, supportive people each day really does make the job easier."

Grace Lavender
Hospitality Supervisor



STAFF BENEFITS

Below is a summary of our Non-Contractual Benefits subject to eligibility criteria.

- Pension
- Life Assurance scheme
- Complimentary show tickets for Made at Curve and Visiting Work
- Culture Pass
- Long Service Awards
- Health Cash Plan
- Employee Assistance Programme
- Eye Care Vouchers
- Curve Membership
- Discounted Food and Drinks at the Green Room Café
- Travel Loans
- Smart Go Travel discounts
- Free Flu Jab
- Enhanced Sick Pay
- Enhanced Maternity/Paternity/Adoption Pay
- Staff Wellbeing activities
- City Discounts









OUR COMMITMENT TO EQUALITY & DIVERSITY

At Curve we value diversity, and recognise that there is a difference between equality and diversity. We understand equality as the protection of certain groups of staff from unfair treatment based on personal characteristics such as colour, race, ethnic origin, sex, sexual orientation, marital status, disability, religion or belief, or age. Diversity recognises and values the differences people have, such as appearance, social class or working patterns.

Curve is committed to creating an environment of positive working relationships. To preserve and protect such an environment, the organisation has policies and procedures that set out standards of conduct that must be observed and enable employees and workers to raise concerns, to be provided with a response and for those concerns to be addressed in an appropriate forum and to obtain an appropriate remedy. We believe that every employee, worker, and visitor to Curve has the right to be treated with equality, dignity and respect and Curve is committed to providing a supportive working environment to foster such a culture. By addressing unacceptable behaviour and promoting positive behaviour, this procedure fully underpins our vision and values.

"I love working at Curve as it is a charitable organisation, and no two days are the same. It is a place where staff loyalty is valued and respected. Being a staff member of colour, it is nice to see that Curve celebrates all beliefs in a wishful and respectful way. Join team Curve for a fun and lively working culture!"

Pallvi Sharma
Finance Assistant

Everyone who works with, and for Curve should be valued for their different skills and ways of working and be treated with dignity, and are entitled to:

- A workplace free from bullying, harassment or victimisation
- Be treated with dignity, respect and courtesy.
- Experience no form of discrimination
- Be valued for their skills and abilities
- Be appointed and developed on the basis of merit.

Curve will ensure that training and development is available irrespective of personal characteristics so that each employee achieves his/her full potential.

''The brilliance of Curve is its commitment to building an inspiring learning environment for new professionals. Since starting my journey in 2016 as a volunteer, Curve has offered so many incredible opportunities that have not only helped my career goals but have also built my personal self-confidence in a nurturing creative environment that promotes belief in the people they hire. I love the people; I have met some of the most friendly and interesting people working here and there is never a dull moment in the building which makes everyday exciting. If you have an enthusiasm for variety, creativity and lovely people - this is the place for you!''

Skye Binnersley
Duty Manager



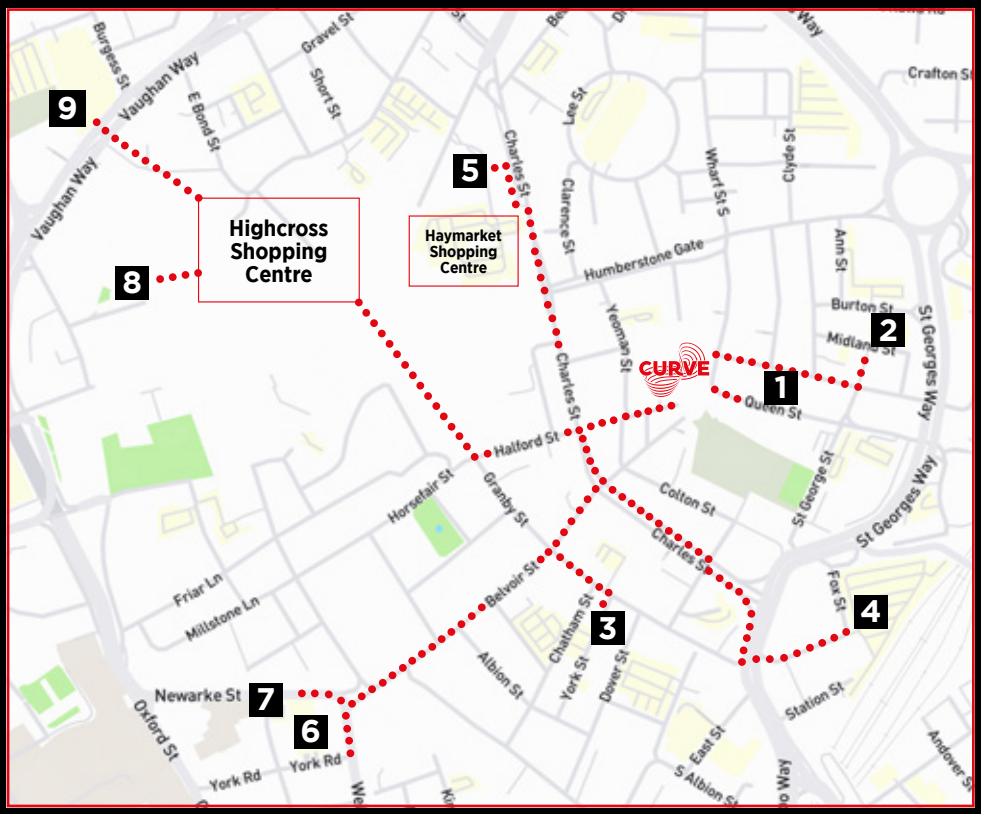
GETTING TO CURVE

Curve is a 7-minute walk from Leicester's train station, a 6 minute walk from Haymarket bus station and is accessible from all major motorway routes into the city.

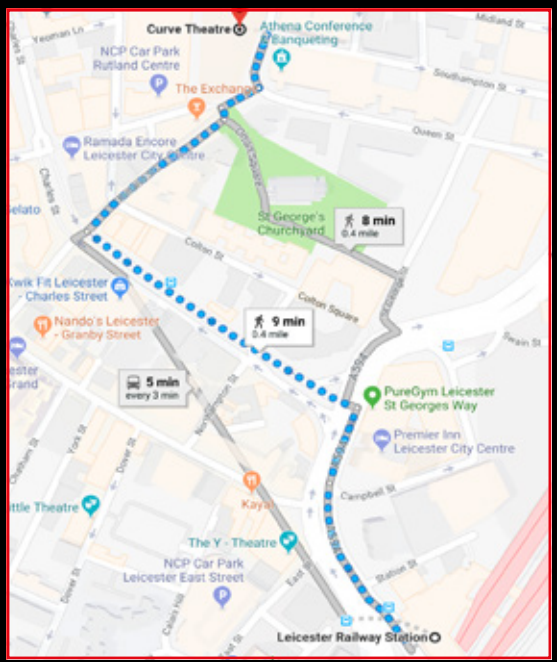
BY CAR:

If travelling northbound on the **M1** exit at **Junction 21** or **Junction 22** if travelling southbound.
On arrival into Leicester, follow signs for the **Cultural Quarter** and **Curve**. Our postcode is **LE1 1SB**

This map below shows a selection of car parks within close distance to Curve. Please consult individual car park websites for up-to-date prices and more information. For further details on parking and other methods of getting to Curve, visit **curveonline.co.uk** and click on **Plan Your Visit.**



NO.	CAR PARK
1	Queen Street LE1 1QW
2	Phoenix Square LE1 1TG
3	Dover Street LE1 6PW
4	Leicester Railway Station LE1 1PG
5	Haymarket LE1 3HR
6	Newarke Street LE1 5SN
7	Upper Brown Street LE1 5AG
8	Highcross Rooftop LE1 4FY
9	Highcross John Lewis LE1 4QJ



FROM LEICESTER TRAIN STATION:

Curve is less than a 10-minute walk from the station. London to Leicester is approximately an hour on the train via East Midlands Railway.

The last train from Leicester to London is at 21:56 and tickets can be booked via East Midlands Railway/Trainline/Network Rail.

There are regular commuter trains from Leicester to a range of towns and cities, such as **Nottingham** (30 minutes), **Loughborough** (10 minutes) and **Market Harborough** (12 minutes).

BY BUS:

All city centre bus services have stops within a 3 to 10 minute walk of Curve. Services that stop on or near **Charles Street** and **Humberstone Gate** are the closest.

Regional bus services terminate at **St. Margaret's Bus Station**, Gravel Street, LE1 3AG (12 minute walk).



TICKETS **0116 242 3595**

WWW.CURVEONLINE.CO.UK

Supported using public funding by
ARTS COUNCIL ENGLAND

Curve Theatre (Leicester Theatre Trust Limited, registered charity no. 230708) gratefully acknowledges the continued support of Arts Council England and the generosity of our donors (including Gifts in Wills), corporate partners and trust and foundation supporters.

Photo © Ellie Kurttz