

---

# 21 COMMON

---



## Board Recruitment Information 2026



## About 21Common

21Common are an arts collective based in Glasgow. We create spectacular experiences that consistently challenge the traditional ideas of who can be an artist by amplifying those most under-represented in that role. Our key collaborators are Artistic Directors Lucy Gaizely and Gary Gardiner, Learning-Disabled Dancer Ian Johnston and Executive Director Louise Irwin. Minnie Crook is the Project Manager for our work in schools.

21Common is a Scottish Charitable Incorporated Organisation (SCIO) and Charity Number SC047513. We are managed by a voluntary Board who meet 4 times a year. We have received Multi-Year Funding from Creative Scotland for the period 2025-2028. This replaces our previous Regular Funded Organisation status from 2018-2024.

## Our Mission Statement

21Common embraces the notion of art as a deep dialogical process of exploration between artists, collaborators and audiences. We create performance that blends iconoclastic references, pop culture/pop preoccupations, risk and real or perceived danger. We present work in all contexts, such as on stage or in communities using Social Practice to subvert the expected dynamic of leader.

## Our Aims

- Extending our national and international reputation by creating challenging work of artistic excellence.
- Exploiting our portfolio of work for further international presentation.
- Ensuring inclusivity and accessibility is at the heart of everything we do.
- Developing new talent within our projects.
- Building our audience via a strong brand and marketing strategy.
- Researching and identifying who our audiences are and might be.
- Stabilising our financial position and long-term viability by producing work of the highest quality.
- Maximising fair work, environmental accountability and robust governance.
- Having transparent financial planning and demonstrating sound risk management.

## Role of the Board

21Common is a Scottish Charitable Incorporated Organisation (SCIO) Charity Number SC047513. As a small organisation with no premises this structure is the most appropriate model for us. A SCIO is a corporate body that can enter into contracts and employ staff. It provides a high degree of protection against personal liability for its charity trustees and provides reassurance for those entering into contracts with it. Unlike charities that are limited companies, SCIOs have OSCR as a single regulator.

21Common is managed by a voluntary Board, which brings a diverse portfolio of skills and experience to the company. The tone the Board sets through its leadership, behaviour, culture and overall performance is critical to our success. Board members have fiduciary duties under company and charity law, including legal, financial and employment matters, policy, planning and effective management.

Our Board can consist of up to 8 people including a Chair and Board members are appointed for an initial one year term extended by three years by mutual agreement. This is renewable for a second three-year term. Posts are voluntary and unremunerated; out-of-pocket expenses for travel are reimbursed.

21Common operate a Board Conflict of Interest Procedure and Policy, as advised by OSCR. Where there is an 'appointment conflict' our Board Members must put the interests of 21Common first.

Our Board members have a strong personal belief and interest in our organisation, its mission and its vision. They provide leadership, share expertise, support events, volunteer and offer other efforts to support us, which is invaluable to our overall growth and effectiveness.

## **Board Member Role Purpose**

- Ensure 21Common complies with legislative and regulatory requirements and acts in accordance with its governing document to fulfil its objectives
- Support and promote the artistic programme of 21Common
- Oversee the sound and transparent financial and business management of 21Common
- Use personal and professional skills and networks to further the work of 21Common
- Contribute to good governance, strategic planning and best practice
- Act in the best interest of 21Common and with care and diligence
- Take appropriate advice in all matters where there may be financial or reputational risk
- Avoid any personal conflict of interest

## **Board Member Person Specification**

We are seeking people who

- Have a commitment to the aims of 21Common
- Are willing to attend Board meetings, events and performances where possible
- Have an acceptance of the legal duties and responsibilities of a Board member

We would like to hear from all people who are interested in contributing to the work of 21Common and are particularly interested in those who have experience of charity governance or knowledge/expertise in the following areas:

- Social Practice/Performance Art
- National and International Arts Sector
- Human Resources
- Equalities, Diversity, Inclusion
- Climate Action and Justice

We welcome applications from people who may be underrepresented in the arts in Scotland.

## **Remuneration**

These positions are voluntary but reasonable expenses will be paid.

The Board meets 4 times a year, mostly online but sometimes in person. Each Board meeting lasts approximately 2 hours. There is an annual development day which will be in person. Board members are also invited to attend 21Common performances and events.

## **How to apply**

If you would like to apply for the role of Board Member at 21Common please submit either of the following

- A CV and short statement (max 1 side of A4) outlining your experience and your interest in 21Common
- A short video or audio (max 5 mins) outlining your experience and your interest in 21Common

Your application should be sent to our Chair, Lisa Peebles at [chair@21common.org](mailto:chair@21common.org)

The deadline for applications is Friday 1st May 2026 at 17.00

## **Safeguarding**

21Common recognises everyone has a role in promoting the welfare of all children and vulnerable adults to keep them safe from harm and to practice in a way that protects them. No one who comes into contact with 21Common should ever experience abuse of any kind. As an organisation we are committed to recognising

- That the welfare of children and vulnerable adults is central in all the work we do and in all the decisions we take.
- That all children and vulnerable adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- That working in partnership with children, young people, their parents, vulnerable adults, carers and other agencies is essential in promoting their welfare.

21Common meet this commitment through the appointment of Gary Gardiner as Designated Protection Lead and through the Board Members who take lead responsibility for all safeguarding at the highest level in the organisation.

## **Equal Opportunities Statement**

Managing diversity accepts that our work consists of a diverse population of people. Diversity consists of visible and non-visible differences which include factors such as gender, social and economic background, race, disability, religion, age, sexual orientation, personality, and work style. 21Common is founded on the premise that harnessing these differences will create a productive environment in which everybody feels valued, where their talents are being fully utilised, and in which organisational and artistic goals are met.

21Common work via an Equality Strategy that encourages and empowers us to embrace the different and varied skills and talents brought to our company and enables us to integrate diversity management into each day's practice. Our Equalities Policy and Procedure outlines our belief that everyone is entitled to a working environment that promotes dignity, equality and respect. This ensures every person in our working environments are treated with dignity and respect and that any instances of discrimination will not be tolerated.

21Common strives in making ambitious and adventurous performance works and art activism. We aim to give a voice to the marginalised in our cultural landscape. We are interested in making work that challenges perceptions of who a performance artist can be out with the expected norm. Our work makes a real attempt to evaluate how perceived inequality can be a central component of art, not segregated or separate, and finds ways this kind of practice can gain greater prominence. Across our practice we explore ways to subvert the expected dynamic of leader and what that means in the context of performance art.

## **What happens next**

We will invite shortlisted applicants to an informal chat with Lisa Peebles and the 21Common senior management team at a mutually agreeable time in early/mid-May. This will be an online meeting.

We will then invite prospective Board Members to observe the next 21Common Board meeting which will be on 10th June 2026, with a view to them joining as a full member from the 14th of October 2026 meeting.

We reserve the right not to recruit.

Thank you for your interest in 21Common. If you have any questions about this information please email Chair Lisa Peebles on [chair@21common.org](mailto:chair@21common.org)

## Portfolio of 21Common

- In 2015 our show *Dancer* was chosen as an Unlimited Commission and featured Ian and Gary as they hit the floor in this often hilarious exploration of what it really means to be a dancer. Featuring outrageously camp jerks and thrusts... and complete stillness. *Dancer* was presented at Southbank and The Place, London (2015); Edinburgh Fringe 2016 (Made In Scotland Showcase / Total Theatre Award Nominee); GAM, Santiago, Chile, 2017; Nøtterøy Kulturhus, Ibsenhuset, Skien, Bølgen Kulturhus, Larvik and Drammens Teater, all Norway 2017 and Made in Scotland Festival, De Kriekelaar, Brussels 2019.
- In 2016 we presented *43 Percent*, a large scale dance work examining how a medical world view might quantify, measure and sum us up and the medical and social definitions of being human. This work was a Tramway co-production and part of the Unlimited Festival, supported by Creative Scotland.
- *The Ballad of the Apathetic Son and His Narcissistic Mother* was a high-energy performance that exposed the inherent narcissism that is at the centre of motherhood and how this becomes a burden to the child embarking on adulthood. It was presented at Tramway, Glasgow, The Place, London (2017); Made In Scotland Showcase, Edinburgh Festival Fringe (2018); Kontrapunkt Festival, Szczecin; EUROPEAN BÜRGERBÜHNE FESTIVAL, Dresden; Taranaki Festival, New Zealand, Sydney Fringe Touring Hub Headline Act, Australia (all 2019) and tanzhaus nrw, Dusseldorf (2023).
- *IN THE INTEREST OF HEALTH AND SAFETY CAN PATRONS KINDLY SUPERVISE THEIR CHILDREN AT ALL TIMES* was a relentless dance experience featuring 10 ten-year-old children, high scaffolding, French torch songs and some very scabby mattresses. A deranged disco of a show, it examined society's reluctance to let children take risks. It was nominated for The Herald Culture Award for Best Dance Performance 2019, presented at Tramway, Glasgow (2019) and Made in Scotland Showcase, Edinburgh Festival Fringe (2022).
- During lockdown 2020 we created two new digital works. The first was a dance film called *Anyone*, an immersive experience about loneliness, love, boredom and Tiktok, designed to be watched on a mobile phone. That was followed by *Non Optimum: When It's Safe To Do So*, commissioned by National Theatre of Scotland, it was a dance collage and artistic enquiry revealing the lives of four learning disabled protagonists during COVID.
- *Common Is As Common Does: A Memoir* was a dance spectacular which mashed karaoke carnage and feats of physical endurance with chucking out time at the Grand Ole Opry. Using tropes of Western movies, it explored how poverty and violence shape a man. Part of the Future Paisley Partnership it was premiered in association with *One Ren* at Johnstone Town Hall in 2023 and appeared in the Made in Scotland Showcase 2024 at ZOO Venues, Edinburgh Fringe Festival.
- In 2023, we launched *Disruptive Pedagogy*, an arts-based learning programme that aims to make a significant contribution towards children's attainment across multiple aspects of Scotland's Curriculum For Excellence (CfE). So far we have delivered 5 editions in St Rose of Lima, St Brigid's, St Albert's and Holytown Primary Schools. This work is funded by the Paul Hamlyn Foundation Arts Based Learning Fund until 2028.
- In 2024-2025 we were commissioned by National Theatre of Scotland to create a new work *Thank U, Next*; a large scale dance project dismantling traditional hierarchies, centring inclusivity and building radical trust through the optics of cosplay. This hugely successful project was toured to high schools across Scotland.
- In 2025 we created *Regina Caeli*, a dancework exploring a life lived together; framed by funeral rituals, a dodgy children's choir and the music of Eric Carmen. Illuminating a real couple through choreography borne of dependency, grief and rage, *Regina Caeli* was an apoplectic sermon, a one sided eulogy where the dead have no right to reply. This work premiered at *Take Me Somewhere* Festival in October 2025. It was a recipient of an Immersive Arts Award, commissioned by Tramway in partnership with the Beacon Arts Centre and supported by the Royal Conservatoire of Scotland Innovation Studio. It was developed via a creative residency at Tanzzentrale, Nuremberg, Germany supported by The Work Room, the International Office, Nuremberg and The Goethe Institut Glasgow.