# Recruitment Pack

# Dance City Board

# A MESSAGE FROM OUR CHAIR

The Board of Dance City is looking to appoint new Board Members to provide inspirational leadership and strategic vision to take the charitable organisation onto its next stage of development. New Board Members will help us to ensure a sustainable business model that successfully serves our audiences, communities and stakeholders for decades to come.

Dance City is a charity and its main objective is that of promoting, maintaining, improving and educating by the encouragement of the arts. We primarily focus on dance, but touch on drama and music and many other artforms too.

2020 has been a momentous year for us, as it has been for the whole world. Until the Coronavirus pandemic hit, Dance City had been enjoying a hugely successful period of development and growth.

We were pleased to welcome our new Artistic Director and CEO, Anand Bhatt. With a wealth of experience in performing, teaching and producing dance in many national and international settings, Anand brings an exciting new perspective and set of skills to Dance City. Anand’s arrival has also given us an opportunity to consider our governance, and the shape of the Board that we will need to navigate the next few years, which is why we have take the decision to recruit several new Board Members at this time.

I have been impressed and inspired by the undaunted passion and commitment of the Dance City team, to adapt and innovate amidst such challenging conditions. To keep delivering dance training, to keep supporting dance artists, and to keep changing lives through dance in communities.

One of the most positive affirmations of our work was to be rated ‘outstanding’ by the Arts Council for our work on the Creative Case for Diversity throughout 2019-20:

*“Dance City’s commitment to CCD through support for artists of colour, LGBTQ and disabled artists and organisations has been outstanding across all themes for the period, with diversity clearly fundamental to driving processes and output.”*

Arts Council England Relationship Manager: Kristian Pellissier

We have much to be proud of, and more to look forward to – we hope that you might consider applying to be part of our future picture as a Board Member and look forward to hearing from you.

Sharon Paterson, Chair, Dance City Board

# JOIN US

Anand Bhatt, Artistic Director and CEO

I joined Dance City in July 2020, a very challenging time for all of us as we reacted and adapted and to the global Coronavirus pandemic.

The welcome from the team, Board and stakeholders of Dance City has been fantastic. As we emerge from this crisis into a new stage of development, building a sustainable organisation serving our communities, learners, artists, stakeholders and audiences, we will need to work together and recognise the value of our inter-connectedness.

A big part of this vision for the future involves bringing in new perspectives, skills and experience at Board level.

Established more than 30 years ago, Dance City has a proud history as a charity, but one which is resilient and commercially minded. Prior to the Coronavirus pandemic we generated roughly two thirds of our income through trading and hires.

Our public classes, both in Newcastle and Sunderland, have continued to prove incredibly popular. In 2019 we delivered almost 4,000 participation sessions to over 45,000 attendees. This represents a 41% increase in participation over the last five years.

We are now embarking on a new era of ‘hybrid’ dance teaching, delivering in-person socially distanced classes within Covid-safe guidelines, alongside online versions of these classes. The silver lining is that we are able to reach more people in more places than ever before.

Our theatre is dedicated to dance and we are deeply committed to audience development, which has meant that we have increased theatre attendance by 30% over the last five years.

We are investing in technology that will enable us to broadcast performances live, and have been a leader in the field of performance venues as we begin to programme socially distanced shows and events.

Dance City Training Academy offers specialist dance training for gifted and talented young people from the age of 10 through our Centre for Advanced Training, our BA and our postgraduate MA programme.

Throughout the pandemic we have maintained formal dance training, blending real life and digital provision. We have welcomed more students than ever back to train with us this year.

Our Dance Engagement Team has been busier than ever, especially during the COVID-19 crisis, getting out and about to bring dance to communities throughout the North East. In 2019-20 we engaged with more than 3,500 children and young people outside our building.

Our work to support and champion professional dance artists has not diminished and we are still commissioning North East artists to create new work and providing continuous professional development opportunities including 336 hours of free pro class.

Dance City has been awarded £240,000 from the Culture Recovery Fund via Arts Council England, to support the organisation through the COVID-19 pandemic.

This represents a huge amount of confidence in, and support for Dance City’s work in what has been a challenging year, and with many challenges still to come.

The grant provides us with a healthy chance of survival through the next phases of the coronavirus pandemic, which seem likely to involve sustained periods of restrictions on social, educational and leisure activities.

I hope that you feel inspired and motivated to explore this opportunity to join the Dance City Board, and join us on our journey into a new stage of development.

Anand Bhatt, Artistic Director and CEO

# Legal Status

Dance City is a charity registered in England and Wales (no 702801)

Dance City’s primary charitable objective is that of promoting, maintaining, improving and educating by the encouragement of the arts. We primarily focus on dance, but touch on drama and music and many other artforms too.

# The current Board of Trustees:

Chair Sharon Paterson

Kiz Crosbie

Roshan Israni

Rosie Kay

Ann Cooper

Kay Wilson

Mike Cockburn

Ally Robson

Andy Bairstow

(co-opted member) Jeff Dean

Biographies for all Board members and the full Dance City team can be found at [www.dancecity.co.uk/about-us/people](http://www.dancecity.co.uk/about-us/people)

The chair Sharon Paterson leads the board in the governance of Dance City and is a public-facing advocate for the organisation.

# The role of Board Members:

**Remuneration:** These are voluntary roles and no financial remuneration is offered to any board member.

**Time Commitment:**

 Minimum of four board meetings per year (usually late afternoon in Newcastle or on Zoom).

Annual Board Away Day.

Occasional individual meetings with Executive team or Chair.

Sub-committee meetings as required (at least quarterly)\*

Attendance at least two Dance City events per year.

The overall time commitment is estimated at 1-2 days per quarter.

Length of Service: 3-year term with a review with the Chair after six months and potential to be reappointed for an additional 3-year term.

**Responsible to:** The Dance City Board.

**Expenses:** Dance City reimburses reasonable travel costs from outside the north east and costs which arise from access requirements during the course of business. The Board is required to adhere to the Charity Commission Charity Governance Code www. governancecode.org

While it is preferable for the Board to meet in person this is not always possible, in which case we welcome Board members to attend by Zoom. Dance City is committed to working inclusively and we try our best to meet people’s access needs to enable them to attend meetings and engage fully; this includes using accessible spaces and covering access support costs.

# Responsibilities of board members:

* Ensure the charity is carrying out its purposes in relation to public benefit
* Approve artistic and creative plans, ensuring these are realistic and achievable
* Comply with the charity’s governing document and the law
* Fully understand the legal duties and responsibilities of board members and be committed to good governance
* Manage the charity’s resources responsibly, setting strategy in accordance with the governing document, legal and regulatory guidelines, and the Company’s business plan, and monitor outcomes
* Provide support, advice, expertise and constructive challenge to the Senior Leadership Team (SLT)
* Ensure the charity is accountable, operates in accordance with company law and is compliant with Charity Commission requirements
* Monitor the financial viability of the charity, ensuring prudent financial management and that the company’s assets are safeguarded and well managed, overseeing budgets, management accounts and annual financial statements
* Actively support the charity in achieving its fundraising targets
* Define the charity’s employment policies
* Make decisions relating to hiring of Directors
* Agree job descriptions for Senior Leadership Team and regularly review levels of pay
* Review and authorise all Dance City policies
* Act at all times in the charity’s best interests and with reasonable care and skill

**Other duties:**

Board members are ambassadors for the charity and represent Dance City at performances activities and events. They open up networks and contacts to help Dance City to broker new relationships and also support the recruitment of new board members.

\*Dance City is in the process of establishing delegated Board Sub-committees to assist the Board to fulfil its duties and responsibilities. Membership of the sub-committees will be decided by the Board, and all new Board members will be asked to consider joining one Sub Committee. The day to day running of the Company is delegated to the Senior Leadership Team led by Artistic Director & CEO Anand Bhatt who joined Dance City in July 2020.

# Attributes of prospective Board members:

* Knowledgeable and experienced in their area of specialism
* Enthusiastic about the arts with a strong commitment to the charity’s values and approach
* A clear communicator, able to articulate position, beliefs and rationale in an inclusive way
* Able to operate with integrity and respect confidentiality when required
* Well respected in their field of work with contacts that can be of assistance to the charity
* A strategic thinker, able to navigate and understand multiple stakeholder relationships
* Understanding and accepting of the legal duties required
* Able to commit the time needed for the position

Board Members are expected to hold all matters related to the business dealings of Dance City in strict confidence.

# Skills sought:

We are looking for new Board members with knowledge and expertise in a range of areas. You will not be expected to take on sole responsibility for these areas as the board is collectively responsible for its actions and decisions. We hope board members will contribute to a range of matters drawing on their individual interests and skills.

We actively encourage applications from who self-identify as black, Asian, ethnically diverse, lesbian, gay, bisexual, transgender, queer, neurodiverse, disabled. We also welcome applications from people under 30 years of age.

# Application process:

 You are invited to apply by sending your CV together with a description of what you feel you can contribute, including areas of specialism you can bring to the Board and examples of how you meet the requirements of the role.

Your application can be in written, video or sound recording format. Please also include details of any business or other interests which might give rise to conflicts of interest, and how you would address this should your application be successful, plus any other information, including other board or advisory roles, that you think will help the panel.

There is an initial deadline for applications of 31 January 2021. However please send an application beyond that date as we are recruiting Board Members on an ongoing basis throughout 2021.

Please email your application to caroline.greener@dancecity.co.uk with ‘Board Member Application’ in the subject box. Please complete the equal opportunities monitoring form. The information will help us monitor the fairness and effectiveness of our selection processes and identify barriers to selection. Your answers will be kept strictly confidential and used for statistical monitoring purposes only; they will not be seen by the individuals making the appointment.

If you have any access requirements and need support with the application process, please contact Phil Douglas at Dance City: phil.douglas@dancecity.co.uk.

Dance City is a National Portfolio Organisation (NPO), receiving core funding from Arts Council England. When making an application, please read the Arts Council’s Relationship Framework (www.artscouncil.org.uk/sites/default/files/download-file/ACE\_RelationshipFramework.pdf). If you are inducted to the Dance City Board you will receive the Dance City funding agreement and annual feedback letters.

 **Selection and Induction Process:**

 In line with our recruitment process for Board members, interested candidates will be invited to a group presentation event, followed by an informal interview with the Chair and CEO/AD where they will set broad objectives and role description for the new Board Member – e.g. specific areas they will be supporting on such as Finance. If you are invited to join the Board, we will ask you to provide details of a referee who has personal knowledge of your achievements.

Once you have been invited to join the Board you will receive all appropriate Dance City policies and procedures along with an outline of role and the Charity Commission Essential Guide to being a Board Member. As part of our Board Induction process you will also be:

* Offered a meeting with at least one other Board Member prior to first meeting if possible - we are establishing a ‘buddy’ system for the first six months to enable new Board Members to ask questions outside of meetings
* Asked to identify if any particular support or training needed
* Invited to attend a Board meeting as an observer to give a ‘cooling off period’ prior to deciding whether you with to join
* Briefing by Sharon Paterson, Chair and Anand Bhatt, Artistic Director and CEO at an introductory meeting or phone call

You will also be invited to attend at least one Dance City class or event, asked to sign a Board Member Registration Form and a Declaration of Interest Form and requested to provide a biography and photograph for the Dance City website.

# OUR VALUES

These organisational values were co-created by the Dance City staff team, based on their own behaviours and observations of working at Dance City.

“We strive for the highest quality.”

* WE THINK AHEAD AND FORWARD PLAN
* WE ACT WITH INTEGRITY
* WE SET THE PACE IN OUR SECTOR
* WE EMPLOY THE BEST QUALITY TEACHERS
* WE ARE RIGOROUS
* WE ARE SUCCESSFUL
* WE EMBRACE CHANGE

 “We welcome and encourage every body.”

* WE ARE AFFORDABLE
* WE ENCOURAGE FACE TO FACE CONVERSATIONS
* WE WELCOME ALL BODIES AND ALL BACKGROUNDS
* WE ANTICIPATE NEEDS
* WE ARE FRIENDLY
* WE CREATE A SAFE AND NURTURING SPACE
* WE DE-MYSTIFY DANCE

“We listen, learn and lead.”

* WE ARE INFORMED AND INFORMATIVE
* WE STRIVE TO IMPART INFORMATION
* WE ARE RESPONSIVE AND FLEXIBLE
* WE TAKE RISKS AND INNOVATE
* WE ACT ON FEEDBACK
* WE ARE OPEN MINDED AND CURIOUS

“We inspire creativity.”

* WE SUPPORT DANCE ARTISTS
* WE ARE A CATALYST
* WE LEAD THE WAY IN THE DANCE SECTOR
* WE ARE CONNECTED AND CONNECTIVE
* WE ARE POSITIVE ADVOCATES FOR DANCE
* WE SHARE BEST PRACTICE

# OUR IMPACTS

Key impacts 2019-20

# HEALTH

We helped more people than ever achieve their fitness goals. Dance is a creative, fun, social and physical activity. It is also great for keeping the body fit and active, boosting self-confidence and coordination. It’s a great alternative to the gym – challenging mental agility as well as physical.

“I felt a sense of achievement.” Salsa Beginners class attendee

“It was for sure a workout!” Barre class attendee

“Been searching for a class that is fun yet challenging and this is definitely it!!” Commercial class attendee

“It was an enjoyable way to exercise.” Egyptian Belly Dance class attendee

DON’T SWEAT, SPARKLE!

# WEALTH

We made a big impact on the creative economy in the North East!

For every £1 of grant/public subsidy an estimated £**2.40** of gross value added is generated by Dance City in the North East Region.

We were the biggest dance employer in the North of England with more than 150 full- and part-time employees and freelance contractors working regularly for Dance City in Newcastle and Sunderland.

# HAPPINESS

We asked our audiences what makes them happy about Dance City and they responded:

“Great vibe no matter what your age” Flamenco class attendee

“Quality and variety, intimacy of the theatre, amazing value.” Theatre attendee

“I had such a good time and workout. Met some great people and enjoyed the teaching methods. Awesome all round!” Breakdance attendee

“Involvement of all backgrounds, ages and abilities.” Theatre attendee

“I felt welcome and like it was a place that anyone could come and learn, not just super fit people or experienced dancers.” Egyptian Belly Dance attendee

“I love that we have a venue that focuses on all forms of dance in our region. I love that it combines performances and classes and so provides a space for professionals and amateurs to mingle.” Theatre attendee

# A Theatre Dedicated to Dance

# A THEATRE DEDICATED TO DANCE

Dance City has an intimate, 250 seat theatre dedicated to showcasing dance performances from the North East, the UK and across the globe.

Highlights of 2019-20 included sold out performances by Ockham’s Razor, Ballet Wales and Luca Silvestrini’s Protein. Styles of dance on our stage ranged from Ballet, to Aerial, Tap, Bharatanatyam, Vogueing, Breaking and Contemporary.

We saw an increase in theatre audiences for the sixth consecutive year, and 90% of our attendees rated their theatre experience very good or excellent.

We increased the number and scale of our ‘relaxed’ performances and formed a partnership with Muckle LLP who bought out the theatre for a matinee of our Christmas show, The Little Prince. This enabled us to offer 120 free tickets to young people with an Autism Spectrum Condition, sensory and communication disorders or a learning disability.

Because of our success in developing audiences for dance, we received a grant from Esmée Fairbairn Foundation to work with a number of regional venues on a three year project designed to support them to strategically programme, promote and collaboratively produce contemporary dance.

# THEATRE HEADLINES 2019-20

 4,990 dance performance tickets sold

18% increase on previous year

32 professional dance performances

# THEATRE ATTENDEE QUOTES:

* Quality and variety, intimacy of the theatre, amazing value
* The atmosphere, there is always a buzz.
* It's a great facility to have in Newcastle for all types of dance.
* I love the community feel and all the different groups and ages catered for.
* Welcoming, unpretentious and an impressive theatre
* Great productions and always a friendly welcome.
* It’s got such a familial atmosphere that welcomes you in when you get there! There’s always someone to ensure you have the best experience possible.
* The pre- and post-performance talks were well-done and informative.
* Affordable, intimate space with a good range of performances
* Great dance in Newcastle for us northern folk to enjoy.
* Encourages new experimental dance creations and new and smaller dance companies with lots of local involvement. Last night was an exciting opportunity to see artists creating brand new work and performing it to an audience for the very first time. This element of artistic risk taking is welcome and needed to bring out new talent. Proud that this is going on in my home town, Newcastle.
* It has such a friendly and welcoming atmosphere, and its very consistent on putting on superb shows.
* Intimate stage/seating area - made me feel very much part of it
* Very accessible to all! In every sense of the word
* Everyone is so friendly! Dance City gives me the chance to dance, see fantastic professional shows and feel, in a very small way, part of an exciting and dynamic company.
* I like the intimacy of the stage And with the new seats it's a complete experience
* Very difficult to be exposed and to expose children to good quality shows in the North East and this is why I find Dance City refreshing as it fills this gap.
* The production costs are excellent- ‘bring your adult for free’ - genius!
* It’s a joy to have found dance city, a happy place to be.
* Small stage area which gives both you and the performers the opportunity to see each others reactions
* Great enthusiastic performances- always a wow factor. Intimate atmosphere and friendly audiences. The new seats are a mega improvement.
* That it is diverse, affordable and embracing
* The choices are very inspirational and current.
* Seriously, it is a privilege to have this venue in Newcastle where world renowned artists perform.
* Companies say ‘oh we try to be inclusive but it’s so hard’ which is bullshit. Dance City revels in diversity and demonstrates WHY this approach is right, and brings so much benefit to so many people”. I LOVE dance, and you are my favourite venue.

# Dance For Every Body

Our public dance classes were more popular than ever and our satellite studios in Sunderland became established with dance enthusiasts in the city. Our ‘Don’t sweat, sparkle!’ campaign encourages people to see dance as a viable alternative to the gym. At the same time, we are fully committed to inclusivity and accessibility for all, regardless of physical or cognitive ability. We offered 13 classes each week designed specifically for the 55+ physique as well as specialist classes for people with Parkinson’s, dementia and learning disabilities. Nine end of term performances in our professional theatre allowed hundreds of amateur dancers their time to shine on stage.

# PUBLIC CLASSES & WORKSHOPS: HEADLINES 2019-20

113 open access classes each week across Newcastle and Sunderland

 3,990 classes and workshops in total over the year

 47,705attendances at classes

5% increase on previous year

41% increase in dance class participation in the last five years.

# CLASS ATTENDEE QUOTES:

* Dance City is a really warm and welcoming place.
* One of the best decisions I've had to go for the first class and have booked many since.
* love the tap class and it is great for fitness too.
* My daughter went in a group that allowed her to demonstrate her dance skills but also challenge herself and gain new skills.
* It provides a unique experience in Newcastle and the city's cultural impact would be considerably reduced without it.
* Excellent range of adult classes and top class instructors.
* The teacher was very engaging and the hour flew by with how much fun we were having.
* That is the kind of a dance school, which I have been always dreaming of.
* Been searching for a class that is fun yet challenging and this is definitely it!!
* It’s such a fun yet professional environment with such lovely staff and students! I felt so welcome and even after my first class my confidence has been boosted so much. I am not worried or scared to come back :)
* Friendly, clean, professional, inviting, welcoming, relaxed environment, good teacher, nice receptionist, value for money, supportive of all skill levels.
* I simply had fun and was well taken care of.
* They were great with my son. He has autism and learning difficulties, so I was unsure as how they were to guide him in the dance class. But they were great and he loved it.
* The standard is so high, from the booking system to the changing rooms to the teaching, everything is excellent.
* The class was great, it was exactly what I was looking for to get a little fitter.
* I loved the creative atmosphere of the studio. The class was run professionally but there was also space for laughter and I seemed like everyone, no matter what level they were at, felt comfortable.
* The environment was so warm and everyone was just there to do something they loved with no expectation but to have fun and improve.

# DANCE CAREERS START HERE

Dance City Training Academy offers specialist dance training for gifted and talented young people from the age of 10 through our Centre for Advanced Dance Training (CAT BA (Hons) Professional Dance and for the first time we offered a brand new MA Advanced Dance Performance.

The CAT team continued to scour the North East region for exceptional dancers aged 10-16, and offer them a world class programme of training, with financial support from the Department for Education to ensure that cost is not a barrier to ambition. Seven CAT students performed alongside Matthew Bourne’s professional cast in his new production of Romeo and Juliet at Newcastle Theatre Royal in late 2019. We also had two CAT Students in the 19-20 National Youth Dance Company cohort.

Dance City students worked with Joss Arnott, Michael Clark Company, Neus Gil Cortes among other regional, national and international artists.

Graduates went on to train at dance institutions across the UK including Rambert, The Place, Trinity Laban, NSCD and Dance City.

Training Academy students have gone on to conservatoires including Rambert, Trinity Laban, Northern School and The Place, as well as those continuing to train here at Dance City.

We successfully recruited dance graduates for Dance City’s first ever MA Advanced Dance Performance. The MA group formed a company, The Collective, and undertook intensive training with a number of exciting dance artists and choreographers. The Dance City MA specialises in dance theatre, a flexible and in-demand genre which sets it apart from other postgraduate dance courses.

# TRAINING ACADEMY HEADLINES 2019-20

115 CAT students

106 workshops reaching over 3250 students across the North East.

60% of CAT students receive a means tested bursary to help with costs

100% of BA students graduated successfully

# “The CAT scheme was instrumental in setting me up on my career path and I am extremely thankful for the training I received from the most supportive teachers. Over the six years I was there, I made some amazing memories and great friendships. It was definitely hard work, but I wouldn’t be where I am today without it.” Esme Halliday, CAT graduate and professional dance artist

# Dance Careers Thrive Here

Public subsidy and surplus income allow us to be at the heart of the art, supporting dancers to live their creative careers. We commissioned eight new pieces from North East based artists in 2019-20, which will be performed on our main stage with touring and development life beyond our stage.

We supported 22 local and international dance artists through our Creative Summer residency programme and provided over 6,000 hours of free studio time to help professional dance artists to develop their work. Every weekday during term time we offered a free 90 minute class for professional artists – something really simple and practical that has been a lifeline for dancers to maintain their practice and remain networked.

In January 2020 we launched our Artist Manifesto, following a wide-ranging consultation with the artistic sector. The manifesto sets out clearly Dance City’s vision and mission.

VISION

To ensure that the North East is the best place to be a professional dance artist.

MISSION

To provide excellent training, support, networking and funding opportuninites for North East professional dance/movement artists.

# ARTISTIC HEADLINES 2019-20

6,000+ hours of free studio space used by professional dance artists.

336 hours of free professional class

42 weeks of artist residencies

8 North East choreographers commissioned to make new work

COMMUNITIES DANCE WITH US

We have engaged with a wide range of communities in 2019-20, taking Dance City out of our building and delivering workshops in the heart of communities.  From schools to community centres and even to the beach as well as inviting groups to come and take to the stage in our community dance performances.

We have built a number of exciting new partnerships. We worked with Street Games to grow and develop our summer school provision.  With Liberdade we continue to host the *Freedom Moving* platform which supports groups who actively promote and develop dance work for people with learning difficulties and additional needs. We worked with a further 18 different arts organisations to create exciting and bespoke projects.

We hosted celebration events for over 55's including *Inspire,* where eight new performance pieces took to the stage.  *Pulse* saw over 500 young people performing at Dance City and at our partner venues in Durham and Darlington with two groups selected to represent the North East in the national finals with One Dance UK.

We achieved a membership award with Investing In Children which gives Dance City national recognition for the good practice and active inclusion of children and young people in dialogue that results in organisational change.

“It was a life affirming and inspiring show that filled me with joy!” Freedom Moving show attendee

COMMUNITY ENGAGEMENT HEADLINES 2019-20

4,843 engagements through dance workshops

3,564 children and young people took part in our engagement activity

500 young people performed in Dance City’s Pulse platforms

OUR VENUES

Dance City opened its doors in Newcastle in 1985 and moved to its purpose built flagship venue in 2005. We opened two satellite studios in Sunderland’s new cultural quarter in 2018.

**THEATRE**

Our theatre dedicated to dance seats 240 in a raked auditorium with an intimate feel and a large flat stage specifically designed for dance. In 2019 we refitted the bench-style seating to provide a more comfortable experience for audiences and increased our capacity for wheelchairs to 16.

**STUDIOS**

We have five dance studios in Newcastle plus a wellness space designed for yoga, pilates and meditation. We have two dance studios in Sunderland. These world-class standard spaces are used by our Training Academy students, Pro Artists and Community Class attendees.

**SOCIAL SPACE**

Our large foyer acts as an informal dance hangout space for a range of people and impromptu breakdance sessions are a regular occurrence.

**HIREABLE SPACES**

We house six offices for creative/dance companies, plus a co-working office with monthly desk hire for up to eight. We also hire spaces for meetings, conferences and parties.

**HOSPITALITY**

Dance City Café is operated in-house and offers a full range of food and beverages.

VIRTUAL TOUR

You can take a virtual tour of our Newcastle venue here <https://my.matterport.com/show/?m=mHhdSxJzL9C>