

>> StageTEXT

Join us as a Trustee

**Captions speak louder
than words**



Our Mission

To advocate for and deliver equal access to arts and culture for deaf, deafened and hard of hearing people

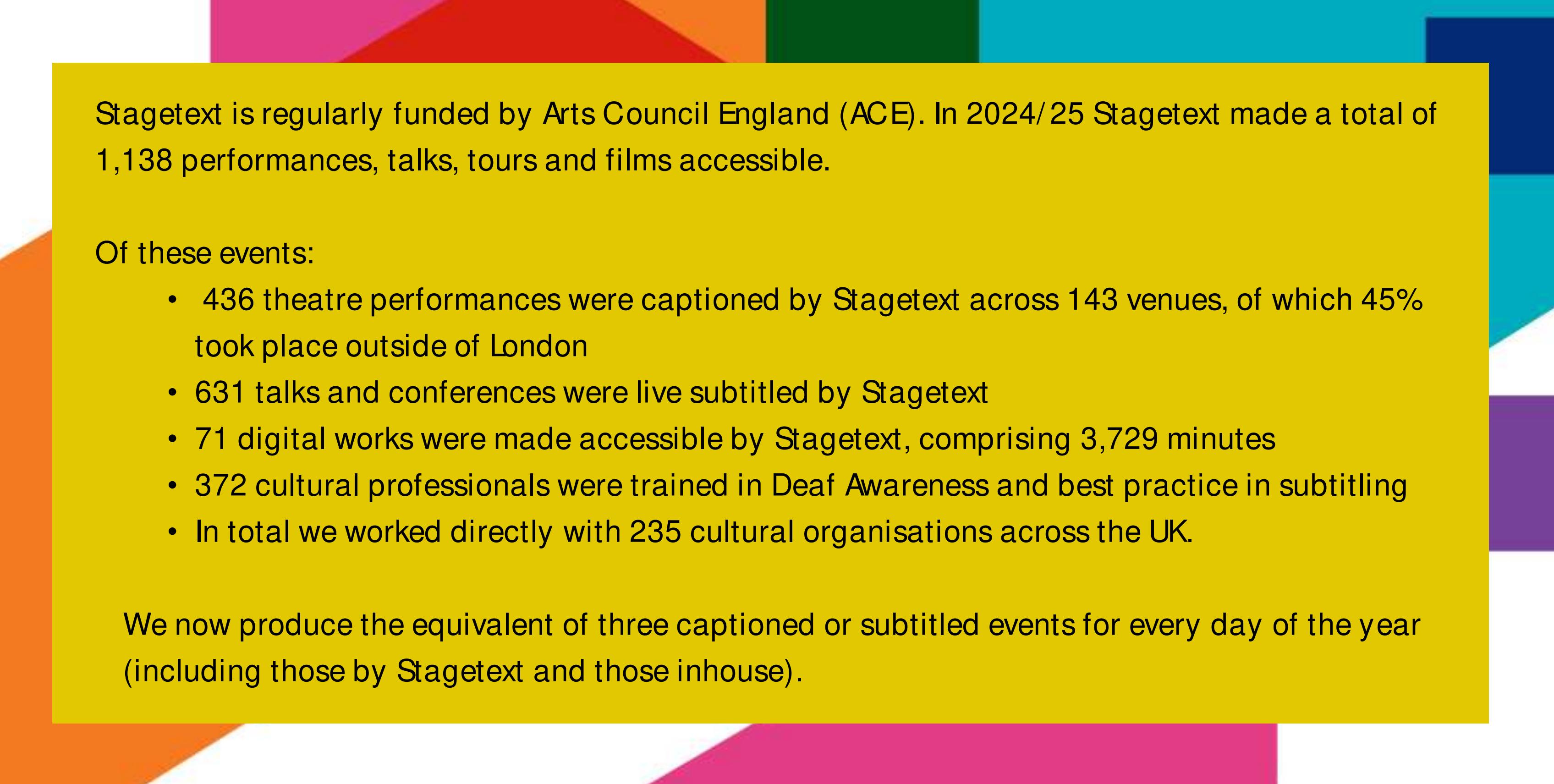
Introduction

Message from Sophie Ede and Sarah Bradley, Co-Chairs

Welcome to Stagetext. It is an exciting time for us as we celebrate our 25th anniversary. We are seeking to appoint additional Non-Executive board members to help us continue our work to bring deaf access to arts and culture.

Formed in 2000, Stagetext is a deaf-led charity that supports arts and culture venues to provide text-based deaf access such as theatre captions, live and digital subtitles for live performances and online events.

Our vision is of a society where there are no barriers for deaf, deafened and hard of hearing people accessing arts, culture and entertainment.



Stagetext is regularly funded by Arts Council England (ACE). In 2024/25 Stagetext made a total of 1,138 performances, talks, tours and films accessible.

Of these events:

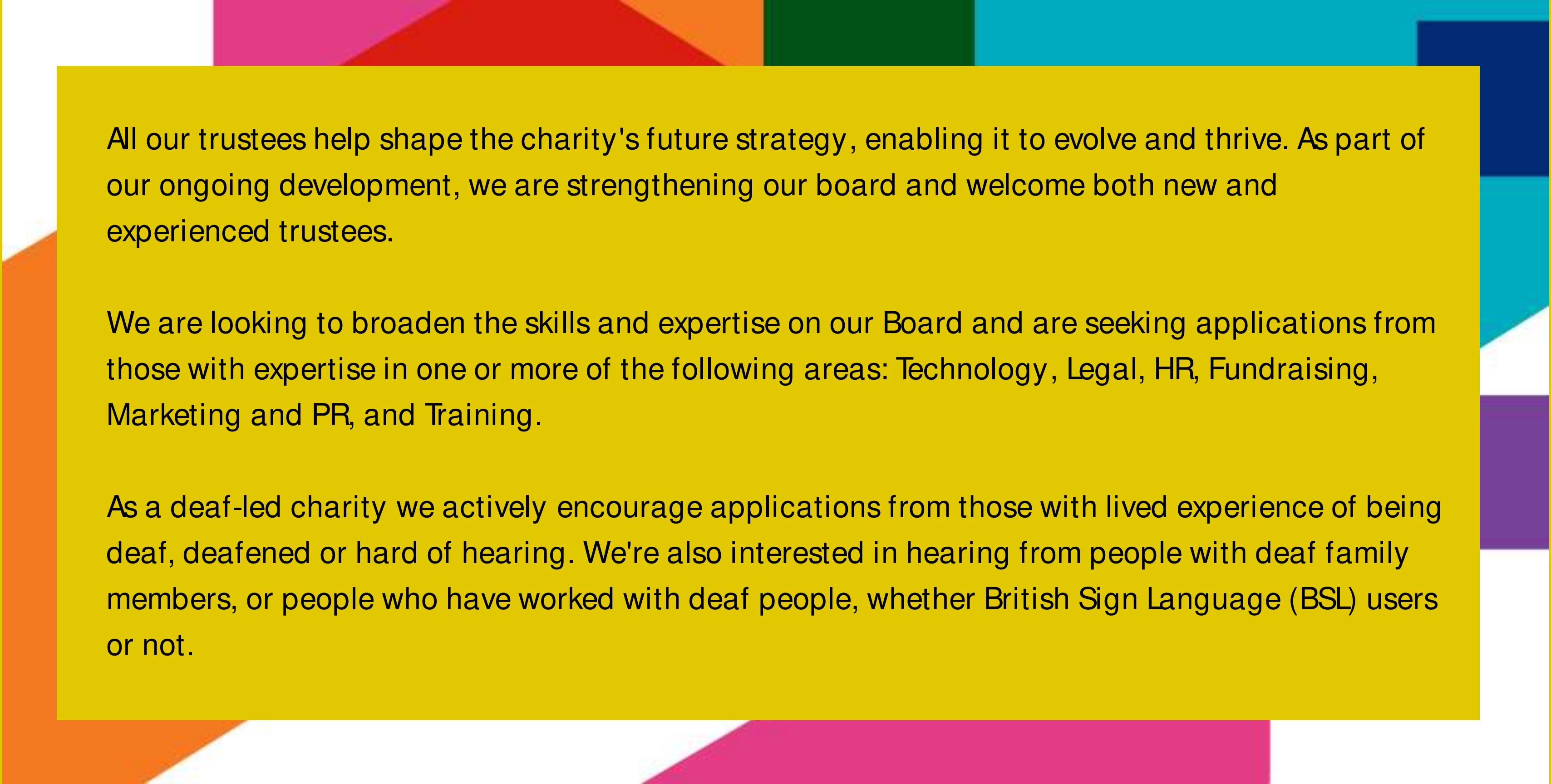
- 436 theatre performances were captioned by Stagetext across 143 venues, of which 45% took place outside of London
- 631 talks and conferences were live subtitled by Stagetext
- 71 digital works were made accessible by Stagetext, comprising 3,729 minutes
- 372 cultural professionals were trained in Deaf Awareness and best practice in subtitling
- In total we worked directly with 235 cultural organisations across the UK.

We now produce the equivalent of three captioned or subtitled events for every day of the year (including those by Stagetext and those inhouse).

BOBBY: How'd you mean?
MR PARKS: Water, he thinks
he can drink water in this office.



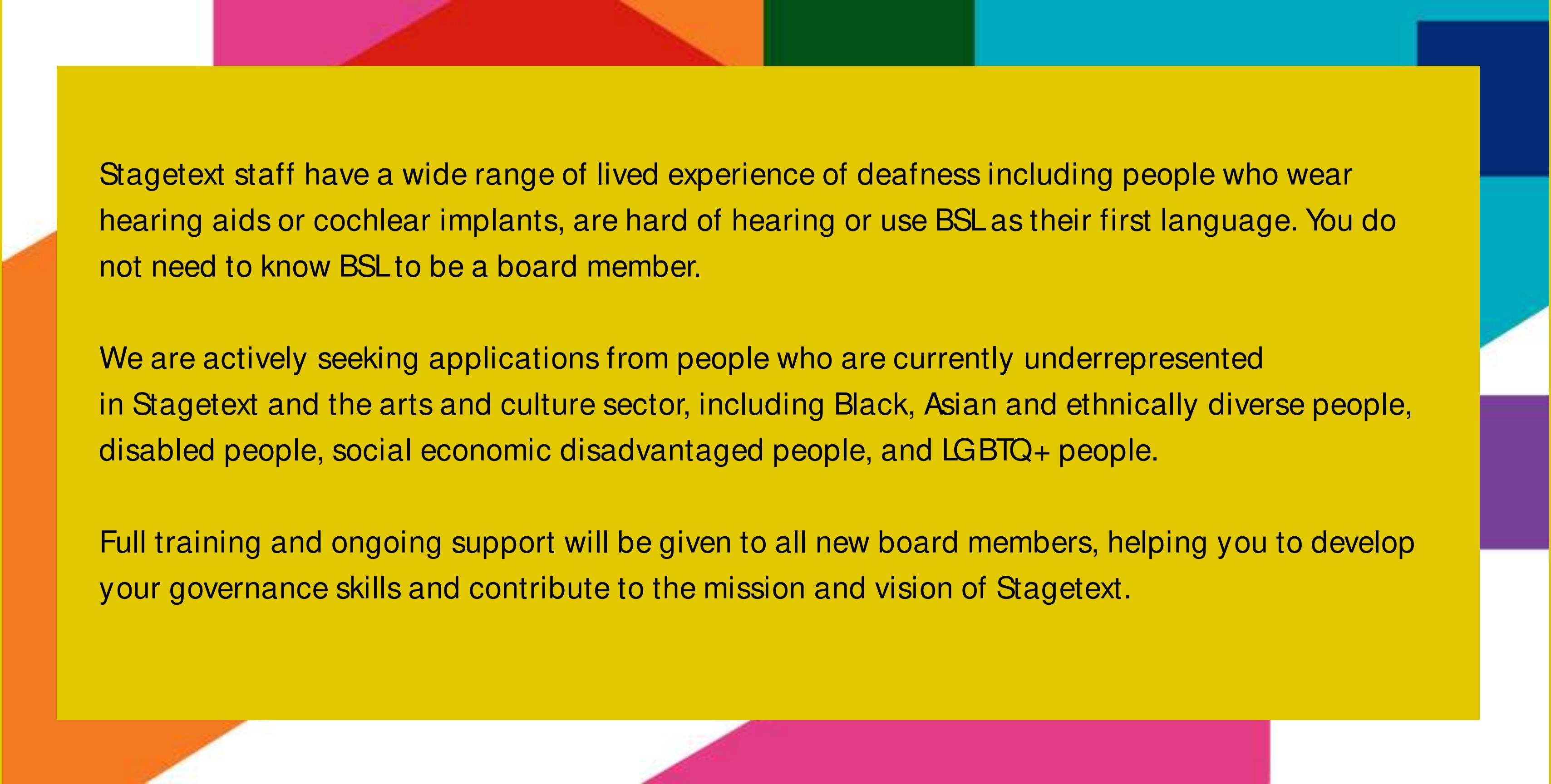
Retrograde, Apollo Theatre
Photo credit: Malachy Luckie for Stagetext



All our trustees help shape the charity's future strategy, enabling it to evolve and thrive. As part of our ongoing development, we are strengthening our board and welcome both new and experienced trustees.

We are looking to broaden the skills and expertise on our Board and are seeking applications from those with expertise in one or more of the following areas: Technology, Legal, HR, Fundraising, Marketing and PR, and Training.

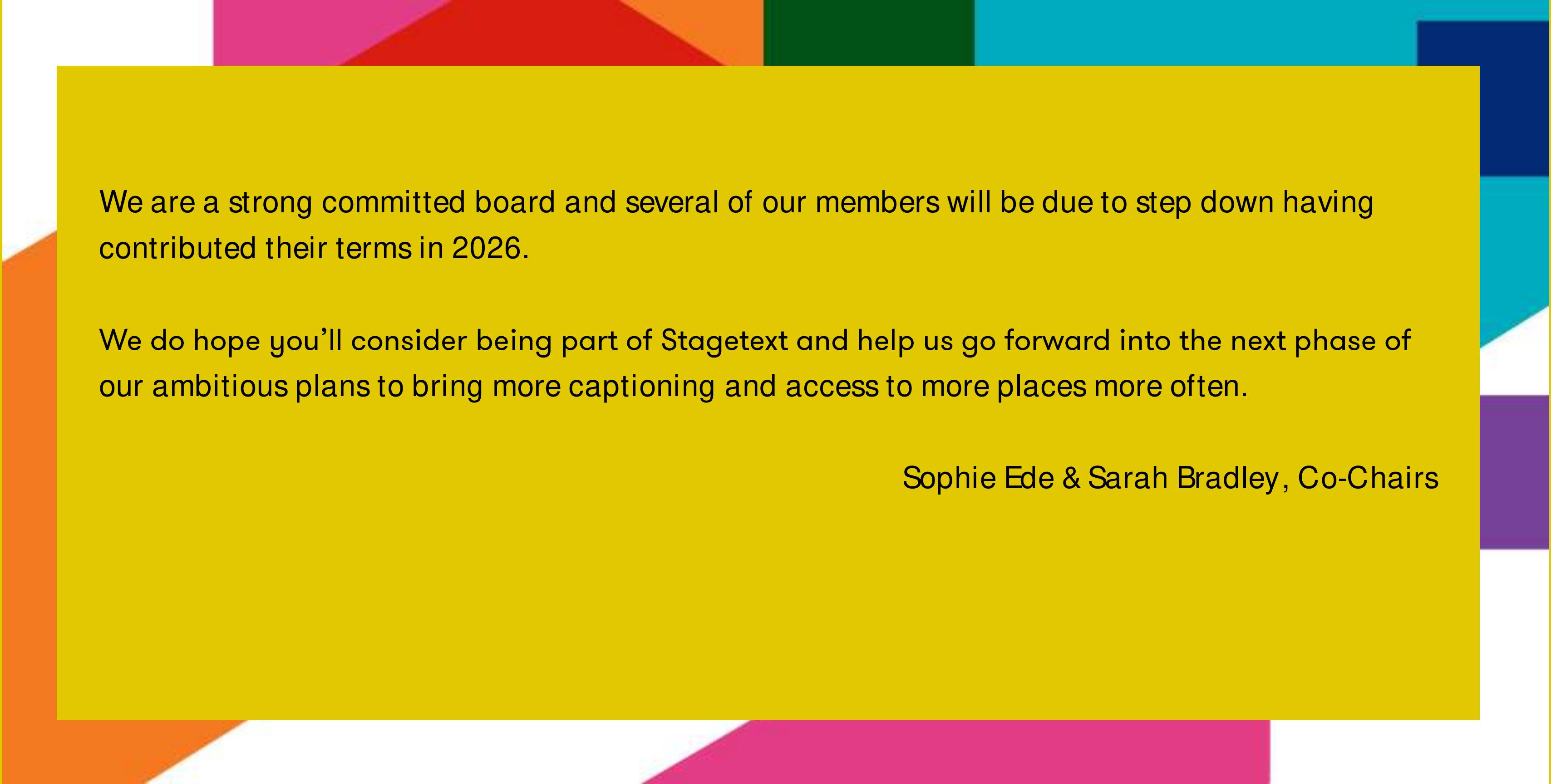
As a deaf-led charity we actively encourage applications from those with lived experience of being deaf, deafened or hard of hearing. We're also interested in hearing from people with deaf family members, or people who have worked with deaf people, whether British Sign Language (BSL) users or not.



Stagetext staff have a wide range of lived experience of deafness including people who wear hearing aids or cochlear implants, are hard of hearing or use BSL as their first language. You do not need to know BSL to be a board member.

We are actively seeking applications from people who are currently underrepresented in Stagetext and the arts and culture sector, including Black, Asian and ethnically diverse people, disabled people, social economic disadvantaged people, and LGBTQ+ people.

Full training and ongoing support will be given to all new board members, helping you to develop your governance skills and contribute to the mission and vision of Stagetext.



We are a strong committed board and several of our members will be due to step down having contributed their terms in 2026.

We do hope you'll consider being part of Stagetext and help us go forward into the next phase of our ambitious plans to bring more captioning and access to more places more often.

Sophie Ede & Sarah Bradley, Co-Chairs



Left to right: Co-Chair Sophie Ede, CEO Melanie Sharpe, and Co-Chair Sarah Bradley at Stagetext's 25th anniversary celebrations, Sohoplace
Photo credit: Malachy Luckie for Stagetext

About Us

Stagetext is a deaf-led national charity based at the Mercury Theatre in Colchester.

The organisation is governed by a non-executive Board of Trustees and led by the Chief Executive, supported by a senior management team. We have a team of 9 employees.

Around 18 million of the UK adult population are deaf, deafened or hard of hearing. That's 1 in 3 people.



Around **18 million** of the
UK adult population
are deaf, deafened or
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Our Aims

- We advocate for and promote accessible captions and subtitles to arts and culture providers and to other key stakeholders
- We deliver theatre captioning, live subtitling and digital subtitling services to arts and culture providers
- We advise arts and culture providers on how they can make their events and content accessible
- We help to grow deaf, deafened and hard of hearing audiences for arts and cultural events.



Our Services



- Delivery of captioning at events, like theatre performances, where the script can be pre-prepared and cued live
- Supplying a speech-to-text reporter or Palantypist for events, like talks, where the script cannot be pre-prepared
- Subtitling pre-recorded digital content or delivering training for in-house subtitling
- Training for professional and non-professional theatre captioners and deaf awareness training.

Our Ambitions

In 2023 Stagetext was one of the first arts organisations to relocate out of London to the South East as part of our ambitious plan to increase deaf access regionally. The move was part of Arts Council England's Transfer Programme and our plan is to continue to work closely with a range of arts, culture and heritage organisations in the South East.

Whilst continuing our work in London and nationally, Stagetext is developing a new regional model to engage with new deaf, deafened and hard of hearing audiences across the South East, as well as reaching other audiences that can benefit from captions, including those with English as an additional language and neurodivergent people.

This new way of working will also enable us to work more closely with producing theatre companies ensuring that deaf access is considered and embedded at the heart of the artistic process.

Our Ambitions

In November 2025, as a global leader in theatre captioning, Stagetext launched a new captioning software called Stagetext+ to transform access to arts and culture for deaf audiences.

Stagetext+ is a new open-standard software designed with deaf audiences in mind, and after a successful trial at the Mercury Theatre in Colchester, Stagetext is starting to roll out its new software, including a further trial with the Royal Shakespeare Company (RSC).

The software delivers captions simultaneously across multiple devices – from caption boxes and LED screens to tablets and mobile phones – giving audiences more choice over how they access captions, whilst retaining Stagetext's standards for quality, accuracy and timing.

These developments have cemented our vision of bringing more access more often and we invite you to join us on this exciting new journey.



Rose's signer. Now I have to position myself between you and this signer so



Live subtitles for Channel 4's launch of its Paralympic Games coverage, 2024

Photo credit: Stagetext

Trustee Role

Being a Trustee is about ensuring that the charity has strong governance and that Stagetext meets its charitable objectives. Trusteeship is a voluntary unpaid role, although travel and other out-of-pocket expenses will be paid when necessary.

The board works closely with Stagetext's Chief Executive, taking a strategic overview of the organisation.

This means attending Board meetings on a quarterly basis, supporting particular strands of work or staff members defined by your skill specialism, and from time to time going to key events.

These may include launches, fundraising or training events, and an annual strategy away day.

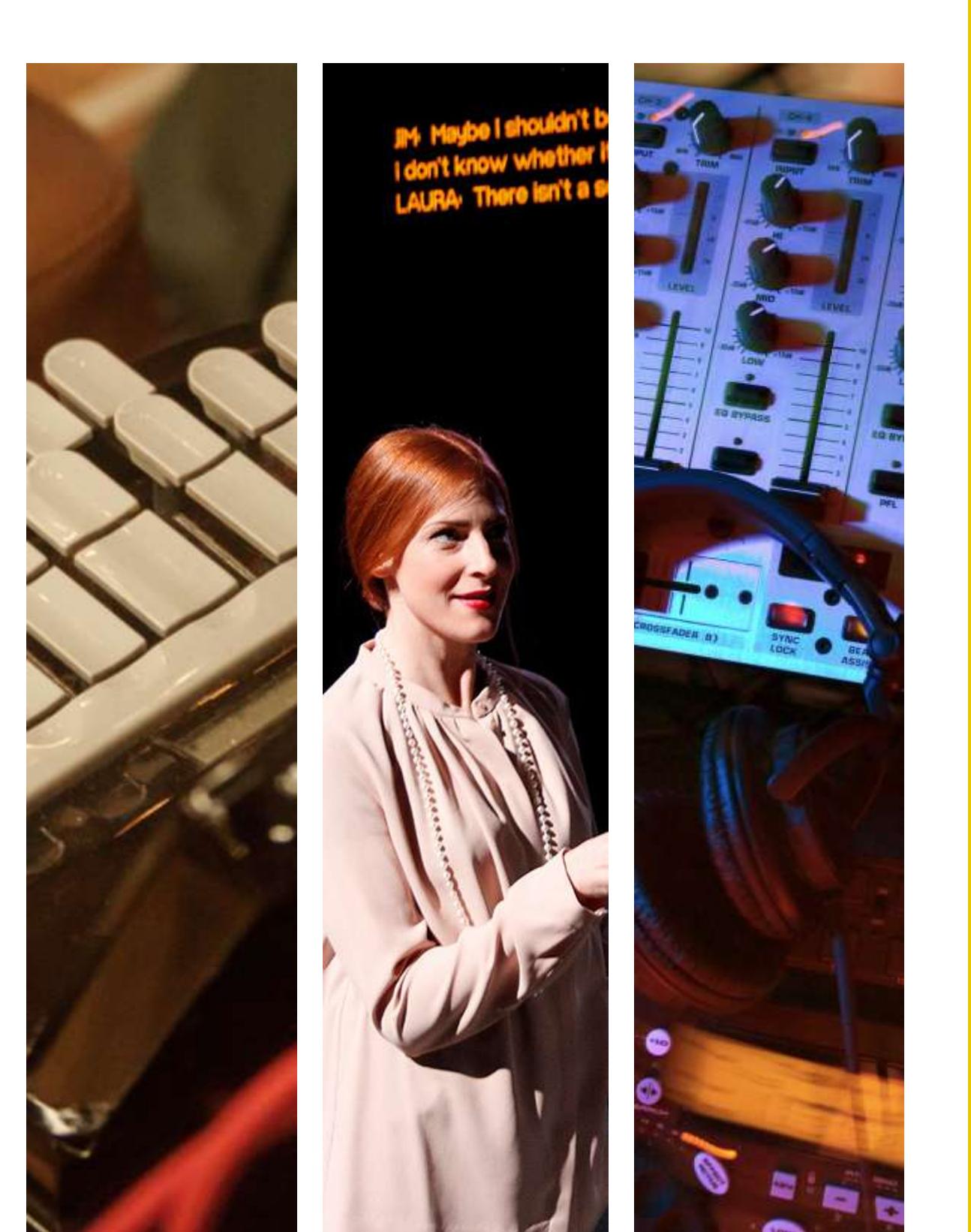


Photo credit: CaptionCue at the National Theatre, photo by Heather Judge

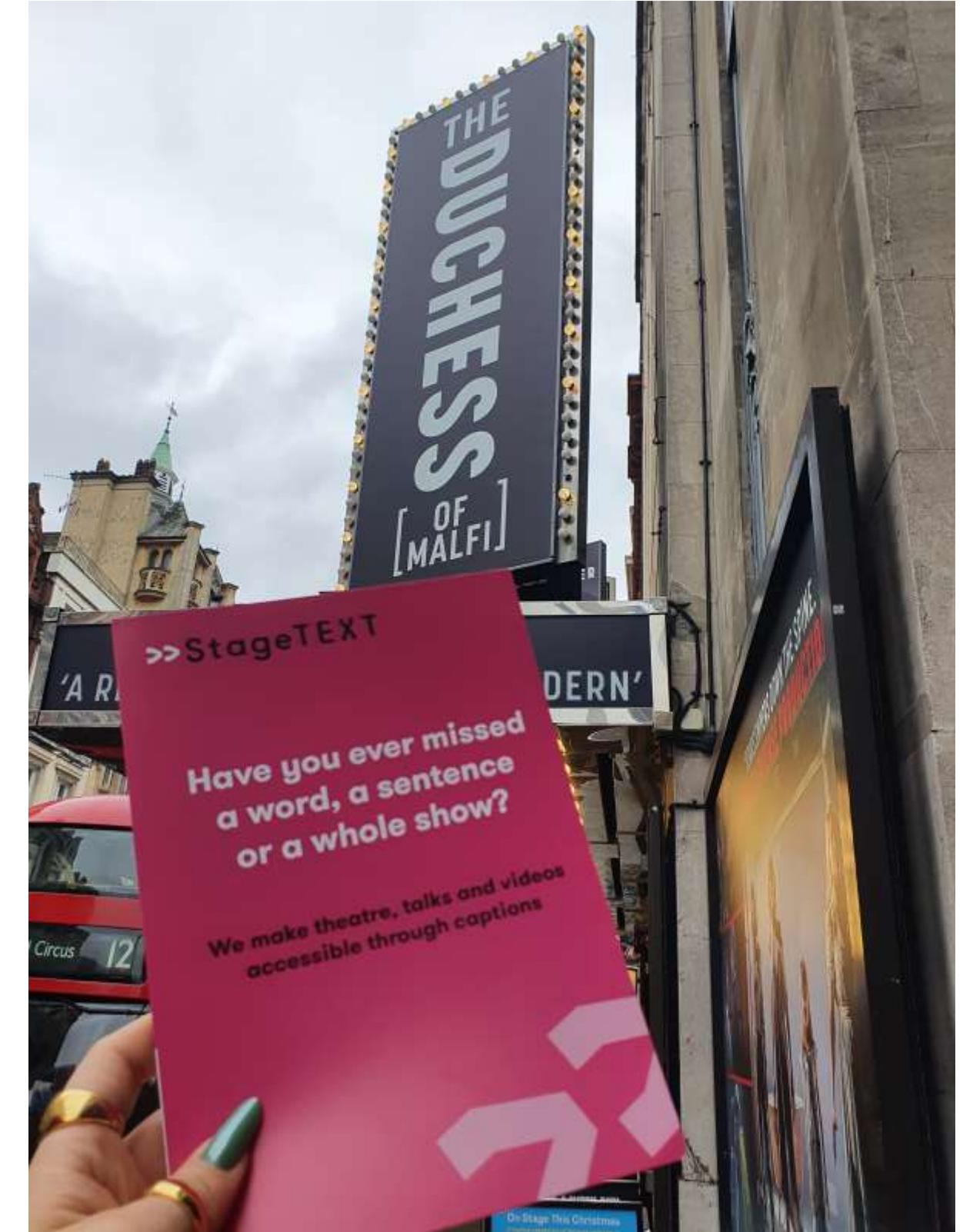
Trustees can be based anywhere within the UK. The majority of our Board meetings are held online with live subtitle access provided and occasionally we meet in person in London or at our base, the Mercury Theatre in Colchester.

Trustees are elected for an initial period of three years, which can be renewed for two further three-year periods. This means you will have time to really get to know the organisation and share in its development.

For more information and to get a feel for who you would be working with, take a look at our [board recruitment video online](#).

We have a rolling programme of Trustee recruitment, and we are always looking to expand the diversity and skillset of our board.

Keep reading to find out how to apply.





No, this my hand will rather
the multitudinous seas incarnadine
making the green see red.

Captions for Macbeth,
The Globe.
Photo credit: The Globe

Our Trustees

“Stagetext’s user-led warm and friendly approach to understanding and highlighting the importance of captions and subtitles is excellent, and therefore makes for a truly wonderful and engaging board to be a part of.”

Former Trustee, Jessica Ryan-Ndegwa



Our Trustees



“Stagetext first introduced me to the world of theatre by providing captions for shows that I wouldn’t have seen otherwise. This opportunity has led to my own full-time career in the industry, which I am grateful for.”

I am thrilled to be a part of the board and contribute towards their success which is helped by a very friendly and welcoming team, all of which who share the same passion for captioning and access.”

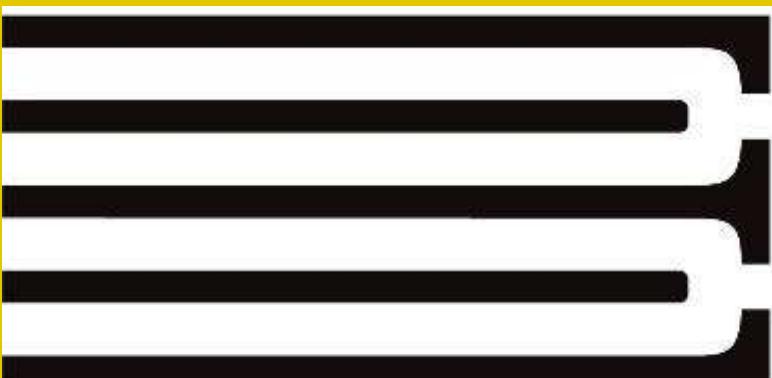
Trustee, Ben Glover

Who We Work With

We work with small, medium and large-scale theatres, museums and arts venues and video makers, including, but not limited to:

Almeida Theatre
British Museum
Chichester Festival Theatre
Curve Theatre, Leicester
Donmar Warehouse
Edinburgh Book Festival
Gúna Nua Theatre
Kiln Theatre
Leo Powell
Mercury Theatre
National Gallery
National Museums Scotland
National Theatre

Palace Theatre & Opera House, Manchester
Sage Gateshead
Shakespeare's Globe
Stratford East
Talawa Theatre
Tamasha Theatre Company
Theatre 503
The Old Vic
Tate
Towner Eastbourne
Victoria & Albert Museum
West Midlands Museum
Development



**Edinburgh
International
Book Festival**

Who are we looking for?

We are looking to appoint new Trustees with the following expertise and experience:

- AI and emerging technology
- Legal
- HR
- Fundraising
- Marketing and PR
- Training

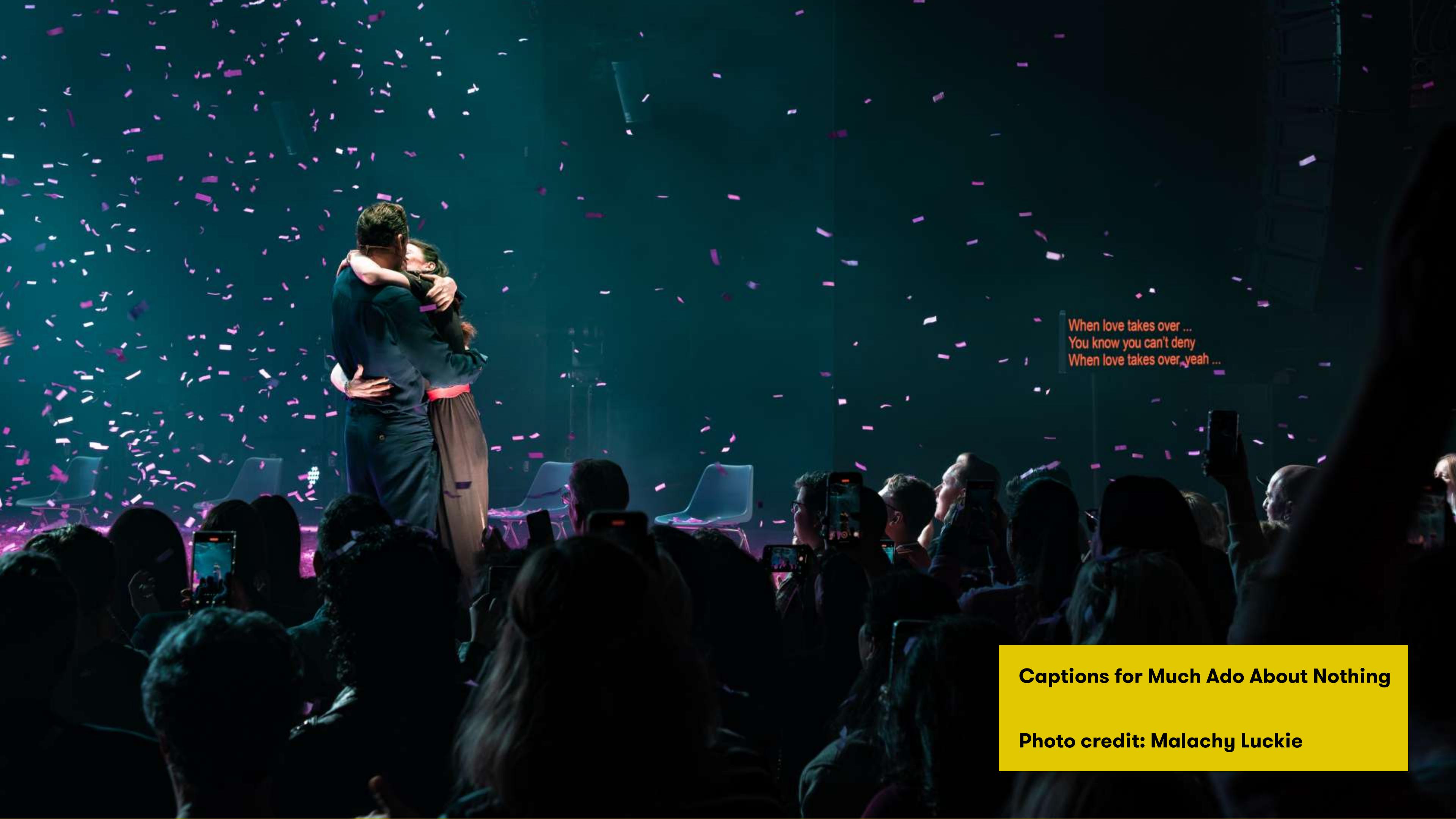
You must have:

- A commitment to the values and principles of the charity, including the promotion of equity and diversity within Stagetext
- Sufficient time and commitment to fulfil the role

Ideally you will have:

- Lived experience of deafness
- An appreciation, interest and understanding of arts and culture and deaf access





When love takes over ...
You know you can't deny
When love takes over, yeah ...

Captions for Much Ado About Nothing

Photo credit: Malachy Luckie

How to apply

To make an application, please read our Trustee Role Description on our [website](#). We don't have an application form. Instead, we would like you to apply by:

1. Writing a statement (no more than 2 sides of A4) or recording a short video (no more than 10 minutes) about your interest in the role
2. Sending in your CV
3. Filling in the Equal Opportunities form: <https://www.surveymonkey.com/r/K35NYJ8>

Please tell us as much as possible about your skills, knowledge and experience.

The deadline for applications is: 9am Monday 9th February 2026.

How to apply

Interviews: week beginning 23rd February 2026.

We will contact you via email to let you know if you have been invited to an interview.

If you need BSL support for any element of the recruitment or application process or have any questions about being a Trustee of Stagetext, please contact Co-Chair Sophie Ede, via email Sophie.Ede@stagetext.org

If you are recording a short video, please contact Sophie Ede beforehand and she will provide instructions on how to upload it.

Thanks for your interest in Stagetext.