

## **Appendix**

### **Background**

The Abbey Theatre, Ireland's national theatre, owes its origins to the theatre founded by WB Yeats and Lady Augusta Gregory in 1904. Since 1925, the theatre has received an annual subsidy from Government to support its work in producing and staging works of Irish and international theatre. Today this support comes in the form of an annual grant from the Arts Council of Ireland/An Chomhairle Ealaion.

Inspired by the revolutionary ideals of its founders and its rich canon of Irish dramatic writing, the Abbey Theatre's mission is to imaginatively engage with all of Irish society through the production of ambitious, courageous, and new theatre in all its forms. The Abbey Theatre commits to lead in the telling of the whole Irish story, in English and Irish, and affirms that it is a theatre for the entire island of Ireland and all its people. In every endeavour, the Abbey Theatre promotes inclusiveness, diversity, and equality.

The Abbey Theatre's Five-Year Strategy (2019 – 2023) has three interconnected strands:

- Art & Audience, which are inextricably linked and at the heart of why the Abbey Theatre exists.
- Internationalisation & Investment, which play a critical role in ensuring the Abbey Theatre can deliver fully on its mission, abroad as well as at home.
- People & Processes, whose development underpins and enables delivery of the Strategy.

The artistic policy of the theatre incorporates the following ambitions:

- To invest in and promote new Irish writers and artists
- To produce an annual programme of diverse, engaging, innovative Irish and international theatre
- To attract and engage a wide audience and provide compelling experiences that inspire them to return, and
- To create a dynamic working environment which delivers world best practice across the organisation.

To secure the long-term future of the organisation, the Abbey Theatre is currently investigating the feasibility of a major capital redevelopment on the site of the existing building, following its inclusion in the Ireland 2040 capital programme for the arts and culture sector.

More information can be found on the Abbey Theatre's website:

A Brief Timeline: <https://www.abbeytheatre.ie/about/history/>

Annual Reports: <https://www.abbeytheatre.ie/annual-reports/>

Five Year Strategy: <https://www.abbeytheatre.ie/five-year-strategy/>

### **Functions of the board**

The board is responsible for setting the broad strategy and policies for the theatre. It is responsible for the system of internal financial control and for putting in place processes and procedures for ensuring that the system is effective.

Matters reserved for the board include: -

1. Significant acquisitions, disposals, and retirements of assets of the company. This applies to assets with values of €125,000 [excluding Value Added Tax (VAT)] or more.
2. Approval of terms of major contracts. Applies to contracts worth €125,000 [excluding VAT] or more.
3. Major investments and capital projects where the value is €125,000 [excluding VAT] or more.
4. Delegated authority levels, treasury policy and risk management.
5. Policy on the determination of remuneration of senior management.
6. Approval of annual budgets, corporate and strategic plans.
7. Production of annual reports and accounts.
8. Appointment, remuneration and assessment of the performance of the Executive and Artistic Directors.
9. Significant amendments to the pension of staff members.
10. Succession planning for the Theatre leadership roles.
11. Approval in advance of engagement in novel or contentious acts or in advance of the commitment of funds to novel or contentious purposes.

The board is a registered Charity. It adheres to the Charity Governance Code and is in the process of adopting the Code of Practice for the Governance of State Bodies where relevant.

Further details are set out in the Abbey Theatre Memorandum and Articles of Association (M&AA) [here](#).