





What is a Trade Union?

Trade unions are groups of workers who join together to make their conditions of employment as good as they can possibly be.

They exist to protect you, fight for your rights, organise and represent you at work.

They also campaign for laws and policies that will benefit you as a worker in the industry.

Most importantly, the power of a Trade Union comes from the strength of its membership.



Why join a union?

Link for video <https://youtu.be/2nAeC12cVvA?si=wEBIs1G3GFB8SY8I>

Why Equity?

Equity is the trade union for performers and creative practitioners in the creative industries.

Equity is open to almost everyone who works in the entertainment industry – whether that's on stage or behind the scenes. Actors, singers, variety artists, circus performers, models, stunt artists and presenters all stand united with directors, choreographers, designers, fight directors, comedians and stage management to form your union.

If you're not already part of Equity – join, because as workers we really are stronger together.

EQUITY

www.equity.org.uk

EQUITY

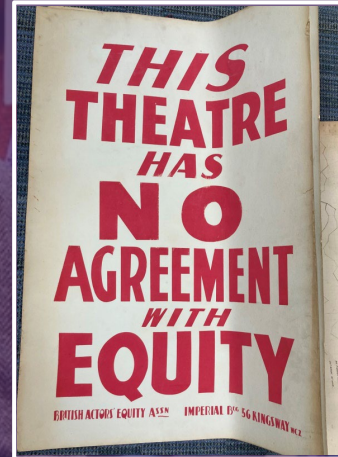
EQUITY

What does Equity do?

Industrial power, campaigning power, member solidarity

Industrial Power

- Equity's power and presence in your workplace
- Negotiating, furthering and enforcing minimum terms and conditions
 - Sector-wide collective agreements
 - House Agreements
 - Guidance and codes
 - Workplace visits, workplace deputies
 - Checking contracts
 - Template contracts
 - Legal Services and advice



What has the union ever done for us?

Code of Best Practice for Self-Tape & Zoom Auditions for Scripted Drama



CPMA
The Co-operative Personnel Management Association



**CODE OF
BEST PRACTICE
FOR SELF-TAPE
& ZOOM AUDITIONS
FOR COMMERCIALS**

Equity Announces UK's First Video Games Agreement!

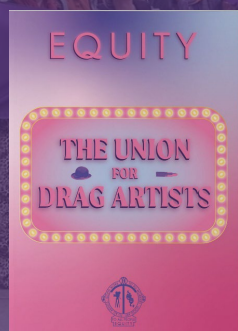
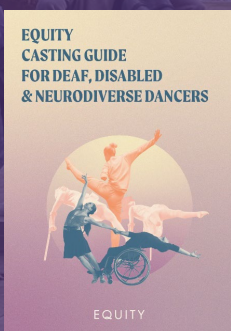
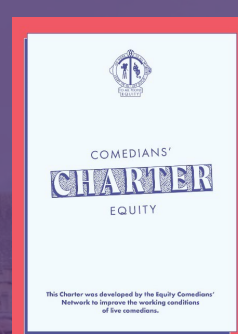
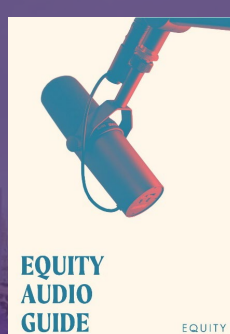
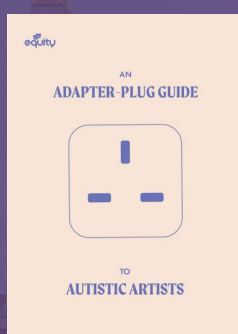
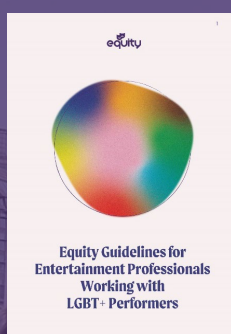


Campaigning Power

- Lobbying employers, and local and national government, for change that will improve members' working lives.
- Stop AI stealing the show
- Professionally Made, Professionally Paid
- Safe Spaces
- Financial support and welfare reform
- Cast it here
- Equalities Essentials
- Supporting other unions' campaigns and collaborating on campaign work



What has the union ever done for us?



<https://www.equity.org.uk/advice-and-support>

What has the union ever done for us?

17

Fix Brexit

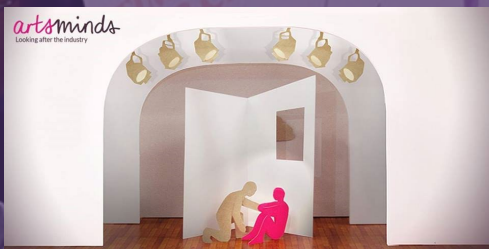
We need Government to fix the Brexit chaos for the creative industries



THE COST
OF LIVING
CRISIS

Creating Safe Spaces

Harassment Helpline • 020 7670 0268 • harassment@equity.org.uk



Member solidarity

- By being an Equity member, you enable yourself and other members to access to vital services when you need it the most:
 - Contracts – checking and enforcing
 - Legal support
 - Pension scheme
 - Tax and welfare helpline
 - Insurances:
 - Public Liability insurance
 - Workplace accident cover
 - Backstage possessions cover
 - Industry-relevant discounts





<https://www.equity.org.uk/campaigns-policy/professionally-made-professionally-paid>

Working for Exposure!



Find the video online - <https://youtu.be/27EukoQrVMU>

Equity's Mental Health Charter

- Producers and engagers must address the harmful impacts of precarious work by improving pay and improving work-life balance. This is central for enabling good mental health and maintaining healthy, safe workplaces.
- Producers and engagers must adopt relevant safeguards in the workplace, such as mental health risk assessments, safe spaces policies and consultation on organisational change. Equal attention should be paid to the mental health needs of all performers and creative workers.
- Producers and engagers must not exclude historically marginalized groups, such as ethnically diverse and LGBTQIA communities, from policies and practices designed for promoting safe, inclusive workplaces. These workers face multiplier effects of low pay, precarious work and discrimination upon their mental health and their welfare and rights should be championed.
- Education providers must ensure that every young person undertaking education or training is inspired to expect dignity and respect in work. Young workers preparing to enter the industry should be encouraged to reject any form of abusive or discriminatory behaviour, and understand that doing so is intrinsic to maintaining good mental health.
- The Government must invest in our mental health services to reverse a decade of underfunding and reform the outdated Mental Health Act.

<https://www.equity.org.uk/advice-and-support/dignity-at-work/mental-health-support/>

What has the union ever done for us?



Your health

Concerned about your mental well-being?

[FIND OUT MORE](#)



Your career

Finding your career path stressful?

[FIND OUT MORE](#)



Your relationships

Having difficulties or feeling lonely?

[FIND OUT MORE](#)



Your finances

Trying to deal with money problems?

[FIND OUT MORE](#)



Helping others

Worried about someone else?

[FIND OUT MORE](#)



Need help now?

Feel you're in immediate danger?

[FIND OUT MORE](#)

arts minds
Looking after the industry

www.artsminds.co.uk

Equity Safe Spaces Statement

**Creating
Safe Spaces**



equity

Harassment Helpline
020 7670 0268

harassment@equity.org.uk

Find the video online - https://youtu.be/_EAVkcmTnQ

What has the union ever done for us?

“Every single one of us working on this project is entitled to work in a safe space: a space free of fear, a space free of bullying and harassment of any kind. We will work together honouring our differences and celebrating the gifts we each bring to the table. We will treat one another with politeness and respect at all times and, if we are subjected to or witness bullying and harassment, we will speak out knowing that our voices will be heard and we will be taken seriously. Together we can create a Safe Space.”



<https://www.equity.org.uk/advice-and-support/dignity-at-work/creating-safe-spaces>

What has the union ever done for us?



Bullying & Harassment

An Equity Guide for Members

DON'T TOLERATE IT
DO CHALLENGE IT
DON'T DO IT

“I've told people recently who aren't members, who have experienced things, to join the union because I don't think they realise what Equity can do. If it wasn't for the union I wouldn't have been able to take my employer to court. I got a lot of emotional support. Joining Equity makes you part of a strong community, and gives you access to a great support network.”



HELEN VINE
ACTRESS

<https://www.equity.org.uk/advice-and-support/dignity-at-work/bullying-harassment>

What has the union ever done for us?

ADVICE FOR
PERFORMING
ARTS STUDENTS



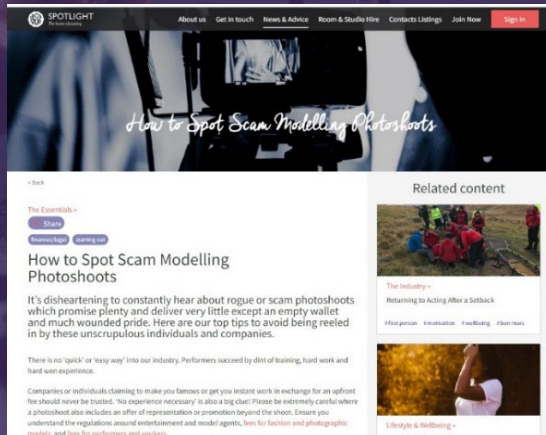
THE TIMES'S UP GUIDE TO
Working in Entertainment

Your Rights in Auditions

UK EDITION
JAN. 2021

**TIMES'S
UP**

Be cautious about casting notices that have been published outside of mainstream casting platforms (for example Spotlight) including on social media.



<https://www.timesupuk.org/wp-content/uploads/2021/04/210407-TIMES-UP-Your-Rights-in-Auditions-UK-FINAL.pdf>

<https://www.equity.org.uk/advice-and-support/casting-and-auditions>

<https://www.equity.org.uk/advice-and-support/casting-and-auditions/staying-safe-at-castings-and-auditions>

What has the union ever done for us?



Equity's Casting Questions Card
Your essential guide to fairness in casting

●● Performers must not be asked for personal information, verbally or in writing prior to or during the audition process. This includes but is not limited to address, personal phone numbers, ethnicity and age except where actual age can and must be identified when casting children and in relation to casting for age restricted products in advertising. ●●

Casting Directors Guild (CDG), Code of Conduct

●● Equity's recent *Agenda for Change* report, our *Casting Manifesto* and our *Creating Safe Spaces* campaign are all part of a movement in our industry to put the power back in the hands of the workers. We have rights and there are laws to protect those rights. You can help by letting Equity know of any inappropriate questioning you encounter. It takes time to change a whole culture of behaviour but with your help and Equity behind you change is very definitely on its way. ●●

Maureen Beattie, Equity President

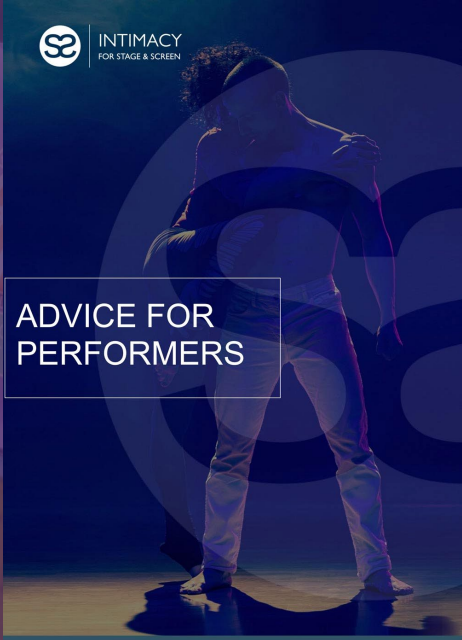
<https://www.equity.org.uk/advice-and-support/casting-and-auditions>

What has the union ever done for us?



INTIMACY
FOR STAGE & SCREEN





ADVICE FOR PERFORMERS

www.intimacyforstageandscreen.com/guidelines.html

What has the union ever done for us?

The Equality Act 2010 states that employees and workers have a right not to be discriminated against because of a protected characteristic. There are nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership. We know though that Equity members can face discrimination in the performing arts industry.



Equity Discrimination at Work Guidance / Equity4Women Toolkit

<https://www.equity.org.uk/advice-and-support/dignity-at-work/equity4women-toolkit/discrimination>

<https://www.equity.org.uk/advice-and-support/dignity-at-work/equity4women-toolkit>

I'M SIGNING UP TO USE THE
#GREENRIDER

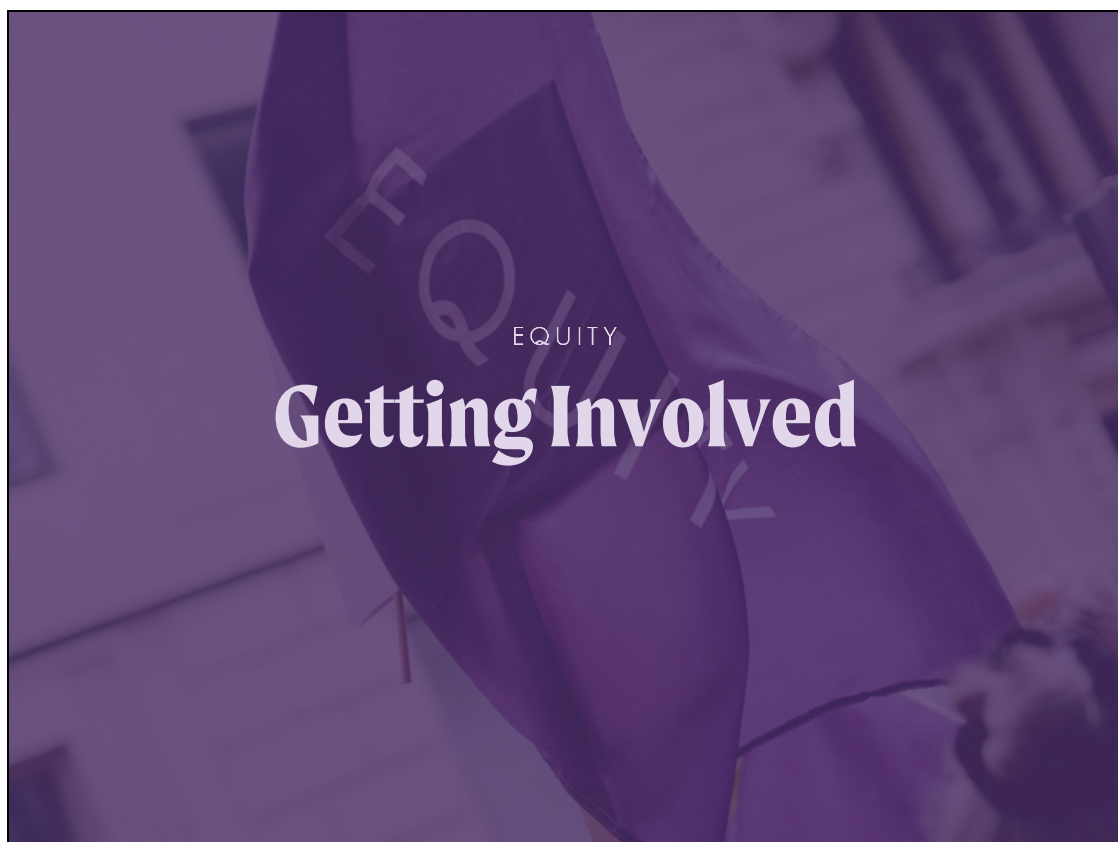
...a proposed contractual agreement between
artists and productions to create true
sustainability in the TV/film industry.

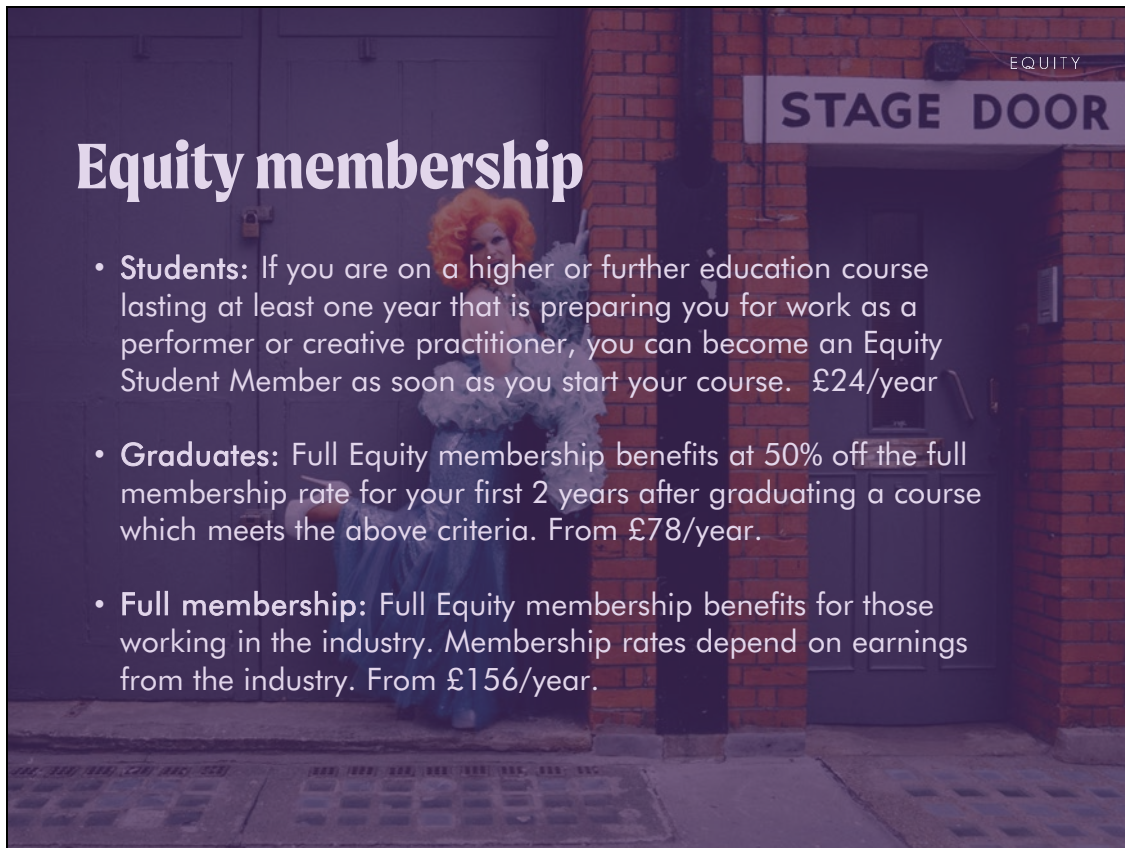
Its clauses include opting for travel by trains
over planes, avoiding oversized trailers for
star cast, and reusing sets and costumes.

Join me by signing up at bit.ly/3QJhce9 and share this post!

EQUITY
FOR A GREEN NEW DEAL

<https://www.equity.org.uk/get-involved/networks/green-new-deal-network>





Equity membership

- **Students:** If you are on a higher or further education course lasting at least one year that is preparing you for work as a performer or creative practitioner, you can become an Equity Student Member as soon as you start your course. £24/year
- **Graduates:** Full Equity membership benefits at 50% off the full membership rate for your first 2 years after graduating a course which meets the above criteria. From £78/year.
- **Full membership:** Full Equity membership benefits for those working in the industry. Membership rates depend on earnings from the industry. From £156/year.



EQUITY

JOIN A MOVEMENT
JOIN YOUR UNION

EQUITY STUDENTS

EQUITY STUDENTS



<https://www.equity.org.uk/join-us/students-graduates>

Getting involved

- Council
- Committees
- Branches
- Networks
- Workplace Deputies
- Campaigns
- Student Deputies

YOUR union is as powerful
as its membership.



What can you do for the union?

Want to support your classmates, network with students across the UK
and play a role in shaping the future of the union?

HELP YOUR FELLOW STUDENTS **BE AN EQUITY DEP**

- Receive training to support students & act on their concerns
- Network with student depts from across the UK
- Champion the union's cause
- Recruit student members from your school
- Represent your peers
- Shape the future of Equity

Email students@equity.org.uk



What has the union ever done for us?

EQUITY

JOIN A
MOVEMENT
JOIN YOUR
UNION

Equity's **Student and Young Member Bursaries Scheme** is funded by donations from Equity Life Members, demonstrating their solidarity with younger members of the creative workforce entering the entertainment industry.

The bursaries assist Student and Young Members with the costs of beginning a career in the entertainment sector.

Each year, bursaries of £500 each will be awarded to two Equity Student Members in their final year of study on a course of one year or longer, and two Full Members (includes Graduate Members) of Equity who are aged 18-30.

In addition to the £500 award, winners will also be invited to have the award presented to them formally at the Clarence Derwent Awards Ceremony.

For further information on the Student and Young Member Bursary Scheme, please email students@equity.org.uk

<https://www.equity.org.uk/join-us/students-graduates>

Final Questions?



Get in touch if you have any further questions.

scurtis@equity.org.uk



EQUITY

students@equity.org.uk

www.equity.org.uk/join

