

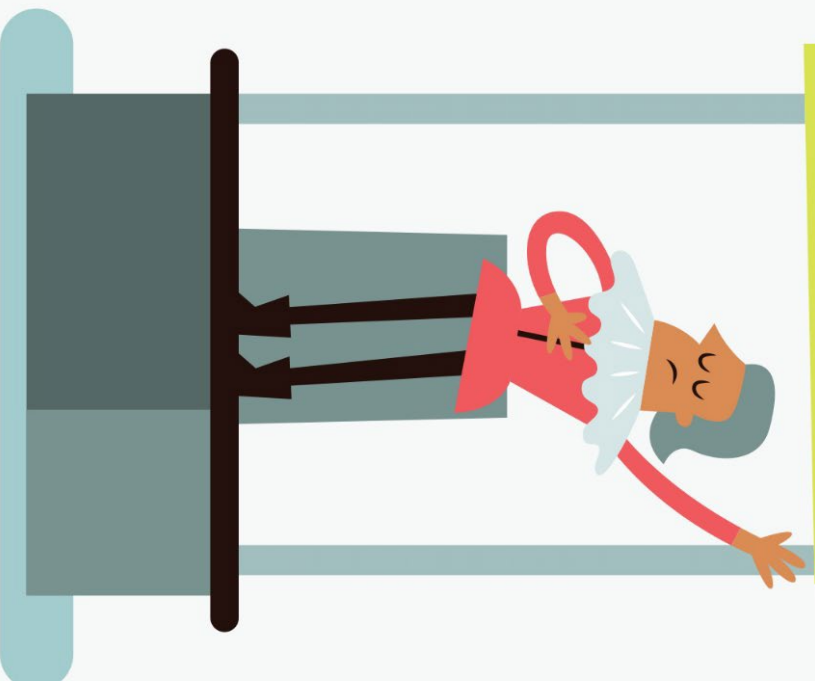
EQUITY

Simon
Curtis

National and Regional Official for
Wales and South West England



Would you
work for
free?





PROFESSIONALLY
MADE
PROFESSIONALLY
PAID

PROFIT SHARE!
GOOD FOR
EXPERIENCE!

GOOD FOR YOUR CV!

Equity
members
are skilled
professionals
who deserve
to be paid for
the work they
do, just like
workers in
every other
sector



Working for Exposure!



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

www.equity.org.uk/getting-involved/campaigns/professionally-made-professionally-paid/

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 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.

www.equity.org.uk

EQUITY

EQUITY

What has the union ever done for us?

THE CAMPAIGN TO

SAVE PUBLIC SERVICE BROADCASTING

EQUITY

THE COST OF LIVING GROSS

HOUSING
TRANSPORT
DIETS
CLIMATE
GOOD

Creating Safe Spaces

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

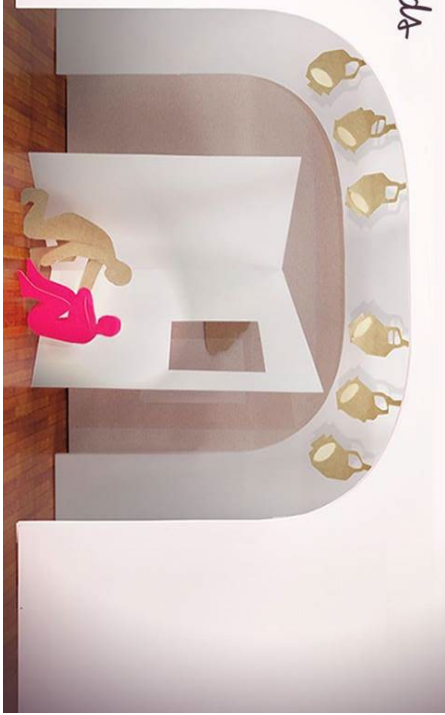
equity

Fix Brexit

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



artsminds
Looking after the industry



London

CAST ITHERE
equity

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](#)

artsminds
Looking after the industry

www.artsminds.co.uk

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.

Equity Safe Spaces Statement



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

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.”



www.equity.org.uk/getting-involved/campaigns/safe-spaces/

What has the union ever done for us?



**CREATING
SAFE
SPACES**

Bullying & Harassment

An Equity Guide for Members

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



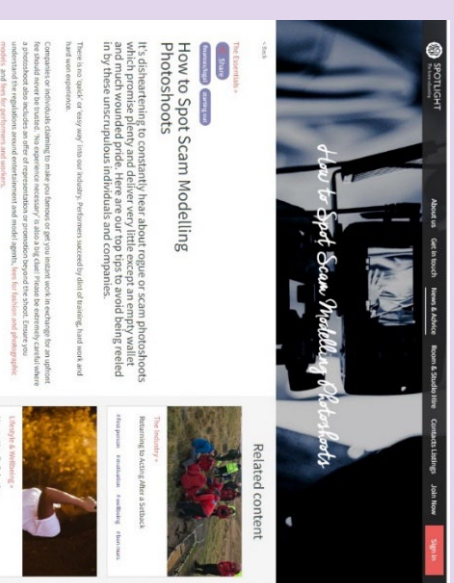
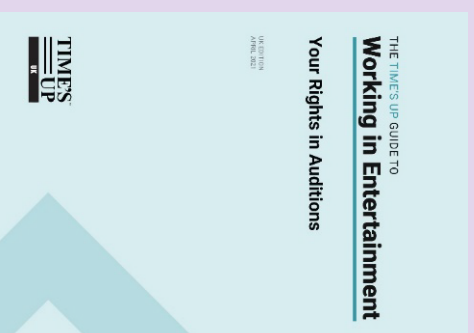
I've told people recently who aren't members, who have experienced things, to join the union because I don't think they realise what Equity can do. If it wasn't for the union I wouldn't have been able to take my employer to court. I got a lot of emotional support. Joining Equity makes you part of a strong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



HELEN VINE
ACTRESS

www.equity.org.uk/at-work/bullying-harassment/

What has the union ever done for us?



Times Up guidance on staying safe in entertainment workplaces. This was published in consultation with the Casting Directors Guild (CDG) and Spotlight

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

<https://www.equity.org.uk/at-work/guides/guidance-on-vetting-casting-notices/>

<https://www.equity.org.uk/contact/>

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

<https://www.equity.org.uk/at-work/guides/guidance-on-vetting-casting-notices/>

www.equity.org.uk/contact/

www.equity.org.uk/stayingsafe

What has the union ever done for us?



●● 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

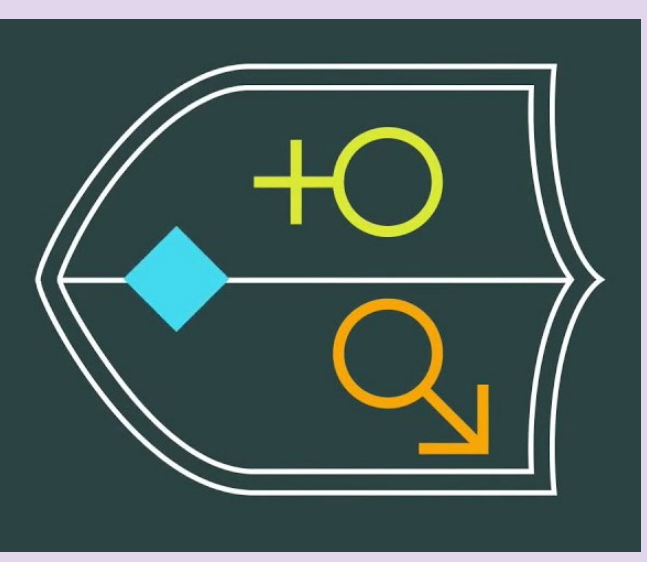
What has the union ever done for us?



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.



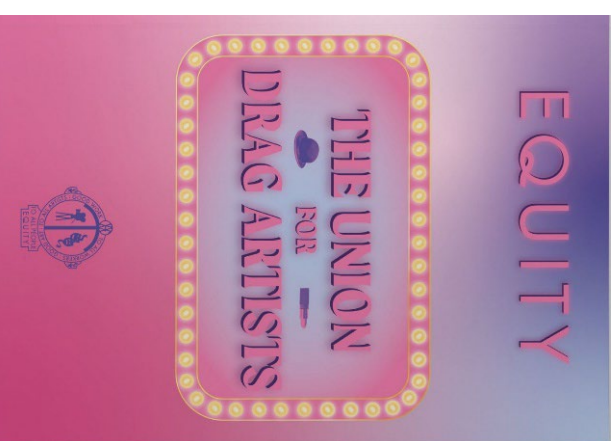
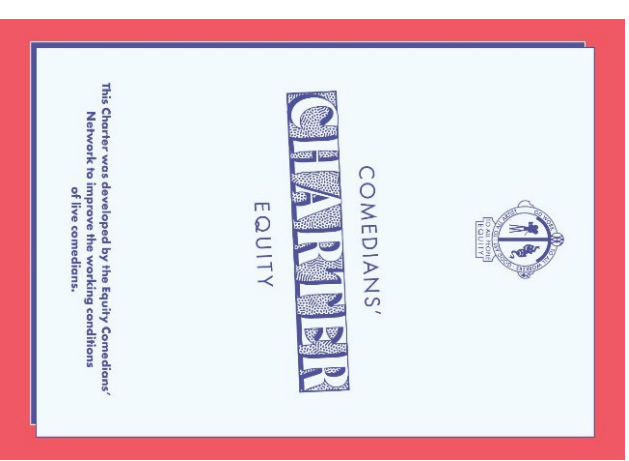
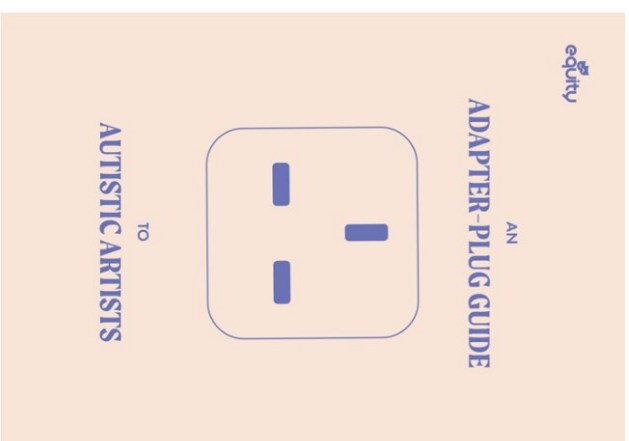
Equity Discrimination at Work Guidance

www.equity.org.uk/at-work/discrimination-at-work/

Equity for Women Toolkit

www.equity.org.uk/at-work/equity-for-women-toolkit/

What has the union ever done for us?



www.equity.org.uk/at-work/guides/

What has the union ever done for us?

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



CPMA
The Co-operative Personal Management Association



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

equity Equity Announces UK's First Video Games Agreement!



EQUITY

What has the union ever done for us?

- £10 million worth of Public Liability Insurance for Full and Graduate Members
- Specialist advice on tax, national insurance and state benefits
- Accident and backstage insurance
- The services of an Equity Deputy on most productions
- Access to free or subsidised training
 - www.feutrainig.org (Online only) in England
 - www.cultcymru.org in Wales
- A union that campaigns on all aspects of your working life
- Offices all around the UK
- Local branches so that you can get involved with the democracy of the union
- The opportunity to make contact with others in the wider entertainment industry
- The Equity Pension Scheme
- Legal representation and advice when things go wrong: Personal injury claims, contract/monetary disputes
- A dedicated place on the ruling body of Equity

Student Membership Application Form 2022

Equity is the trade union representing and supporting creative professionals and performers working across the entire spectrum of arts and entertainment. This form is for applicants 16 and over; if you are aged 10-17 please complete a child Membership application.

Please return your completed form and payment to:
Equity (Membership Applications)
FREPOST RTKS-BRUB-LVR
Guild House, Upper St Martin's Lane London
WC2H 9EG

Email: membership@equity.org.uk

Thankyou for applying to join Equity.

If you would like to join online please scan this QR code:



If you're joining for a career as an actor, stage manager, dancer, singer, choreographer, circus performer, theatre director or comedy artist then you can join Equity as a student as soon as you start your course if it lasts for one year or more. Studying for GCSEs or A levels in the Performing Arts does not make you eligible for student Membership.

Your Membership will cost £22.00 per year for as long as you're studying. Once you've completed your course, you'll be eligible to upgrade to graduate Membership. As a graduate Member, you'll have access to all of the benefits associated with full Equity Membership at a 50% reduced subscription rate for a period of two years.



www.equity.org.uk/join

EQUITY

JOIN A MOVEMENT JOIN YOUR UNION

Equity is the trade union representing and supporting creative professionals and performers working across the entire spectrum of arts and entertainment.

If you've graduated from a course relating to a career as an actor, stage manager, dancer, singer, choreographer, circus performer, stunt performer, theatre director or variety artist in the last two years you can join Equity as a graduate Member.

As a graduate Member, you'll have access to all of the benefits associated with full Equity Membership or a 50% reduced subscription rate. Some of the core benefits of Membership are detailed in the officers' column.

After two years have passed since you've graduated, we'll write to you about upgrading to full Membership and help you through the process. Plus, for every year you've been a student and graduate Member you'll get £1.00 off joining our full Membership. So, if you've been a student and graduate Member for two years, you'll need to supply evidence that you've earned £2.00 from relevant work, unless you've trained on an Equity recognised course.

When you become a graduate Member you're taking an important step into the profession. By being a part of Equity, you're joining a strong and influential organisation with more than 100 years experience of protecting the rights of artists and campaigning for positive change in the entertainment industry.



Subscriptions are based on your previous tax year's gross income from your professional work, and in some cases, your previous year's income from other sources. Member we will contact you annually about renewing your subscriptions. If you have any queries about completing this form, or about the progress of your application, please contact membership@equity.org.uk.

Thank you for applying to join Equity.

If you would like to join online please scan this QR code:

Graduate Membership

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/about/equitys-student-and-young-member-bursaries/>

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?

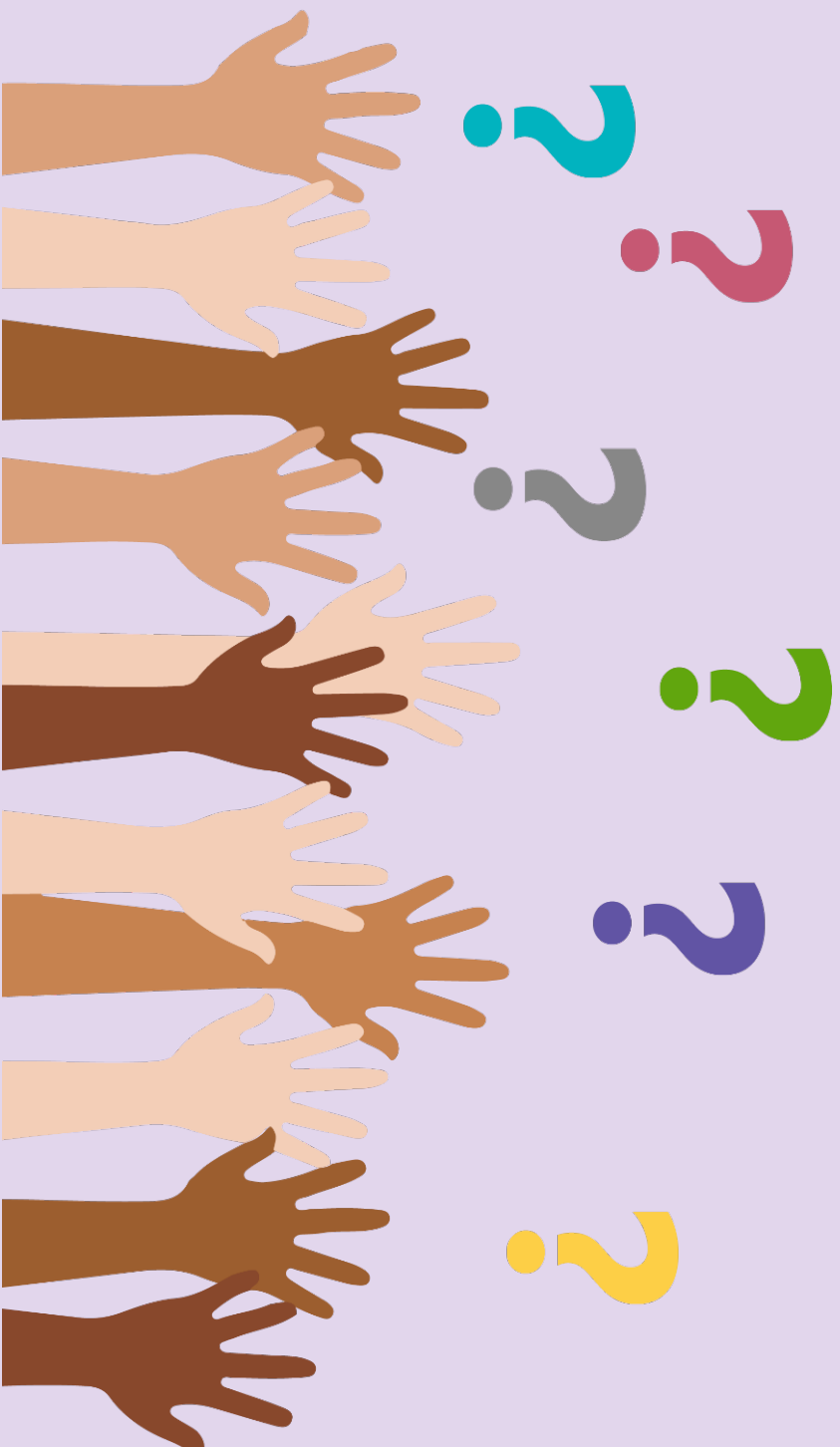
HELP YOUR FELLOW STUDENTS BE AN EQUITY DEP

- 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**

Final Questions?



Get in touch if you have any further questions.



scurtis@equity.org.uk 07798 750254