



Annual Representative Conference
2017

Final agenda

21 to 22 May
Ibis Hotel, Earls Court, London

ANNUAL REPRESENTATIVE CONFERENCE 2017

SUNDAY 21 MAY	10.15am	Doors open and registration begins
	11.00am	Chair formally opens Conference
	11.10am	Report from Standing Orders Committee
	11.20am	Obituaries
	11.40am	President's Address
Annual Report	12.00noon	General Secretary's Speech introducing 2016 Report
Equality and Diversity	12.30pm	Motions on Equality and Diversity
	1.20pm	Open Space Introduction
	1.30pm	Lunch
	2.30pm	Guest Speaker: Lord Cashman
	3.10pm	Motions on Equality & Diversity (continued)
	4.00pm	Report from Deputy for the General Secretary, Industrial & Organising
Variety, Circus and Entertainers	4.10pm	Motions on Variety Circus and Entertainers
Live Performance	5.00pm	Motions on Live Performance
	6.00pm	Conference adjourns
	7.00pm	Submissions for Open Space sessions accepted
MONDAY 22 MAY	9.30am	Chair formally re-convenes Conference
Live Performance	9.40am	Motions on Live Performance (continued)
Policy	10.00am	Motions on Policy
Communications and Membership Support	11.00am	Report from Assistant General Secretary, Communications & Membership Support
	11.10am	Motions on Communications & Membership Support
Accounts	11.50pm	Honorary Treasurer's submission of 2016 statement of accounts
Internal Union Business	12.10pm	Motions on Internal Union Business
	12.50pm	Appeal on Behalf of International Committee for Artists Freedom
	1.00pm	Lunch
	1.30pm	Open Space Events
	2.30pm	Motions on Internal Union Business (continued)
Recorded Media	3.30pm	Report from Deputy for the General Secretary, Industrial & Organising
	3.40pm	Motions on Recorded Media
	5.10pm	Venues for 2018 and 2019
	5.20pm	Formal Motion to adopt the 2016 Annual Report & Accounts
	5.30pm	Conference closes

STANDING ORDERS COMMITTEE - Representatives with questions on this agenda or Conference procedure can visit the Standing Orders Committee room at any time during the Conference. The Standing Orders Committee will be in formal session and available for advice at the following times: Sunday: 10.15 to 10.30am, 1.15 to 1.30pm and 6.00 to 6.15pm. Monday: 1.15 to 1.30pm and 5.45 to 6.00pm.

STUDENT WORKSHOP - Tips for Dealing with Bullying 2.30pm on Sunday: a session specifically for student members to provide some tools for dealing with bullying situations.

MY CARD, MY UNION - We will be taking photos of members during the conference. If you wish to participate then come to the registration area: Sunday 9.45am to 10.15am, lunchtime and 5.45pm to 7.00pm. Monday - lunchtime.

FRINGE EVENTS - see your representative's pack for details.
Monday 1.30-2.30pm – Online Branch

EQUALITY AND DIVERSITY

Motions 1 and 2 will be debated together but voted on separately

MOTION 1: Stage Committee

This ARC is pleased that Equity is working in conjunction with Parents in Performing Arts (PIPA) to look into the feasibility of a crèche to support artists working in central London. We ask Council to lend all possible support to such a scheme and to provide appropriate support to any comparable initiative in the nations and regions.

MOTION 2: Northern Ireland General Branch

This ARC is concerned at the number of job opportunities being lost to women members due to family commitments and childcare. This is despite the campaigning work of the union over recent years in terms of gender balance and equal opportunities at the workplace. Unfortunately, women are still perceived as being the ones mainly responsible for childcare and as such treated unfairly when it comes to work offers when there is no childcare allowance or in-house childcare offer. This ARC urges Equity to ensure that in all of its main theatre and film and television agreements there is a childcare provision that ensures that women are not discriminated against in terms of cost and opportunity when it comes to childcare.

FIRST AMENDMENT: North and East London General Branch

In line 2, delete "childcare" and replace with "caring responsibilities".

In line 4, after "childcare" insert "and other caring responsibilities".

In line 5, delete the first reference to "childcare" and replace with "caring".

In line 7, delete "childcare" and replace with "caring".

In line 7, after "provision" insert ",including childcare,".

In line 8, delete "childcare" and replace with "all caring responsibilities".

SECOND AMENDMENT: Audio Committee

In line 7, delete "women" and replace with "those responsible for childcare".

THIRD AMENDMENT: Kent General Branch

At the end of the motion, insert "and all those who are carers and have responsibility for others".

MOTION 3: Brighton and Sussex General Branch

The industry is changing and in many incidences standards have fallen. In order to win the job performers endeavour to appear reasonable and professional, whilst sometimes being uncomfortable and embarrassed when intrusive questions are asked at the audition or interview stage.

Members are slowly realising that some questions (concerning age, sexuality, marital status, ethnicity, etc) can be unlawful. However, knowing what is and is not legal is very confusing. This ARC calls upon the union to arrange the production of a pocket-size card which clearly lists what questions we can legally refuse to answer. Such a clear statement of our rights will help members' confidence when seeking work.

AMENDMENT: North West London General Branch

In line 7, amend so that, after "pocket-size card", it reads "(or freely available, printable PDF that is regularly updated)".

MOTION 4: Liverpool and District General Branch

This ARC urges Council to put social and economic mobility on Equity's national agenda and to include it in the remit of the Equality and Diversity Officer. We praise the union for their excellent work on equality and diversity, especially the appointment of a full-time officer in this role. However, we strongly believe that the often more difficult to define issue of social and economic mobility in the arts needs to be prioritised.

AMENDMENT: The Council

In line 5, delete "prioritised" and insert "addressed equally".

MOTION 5: Minority Ethnic Members Committee

This ARC welcomes the development of the union's Inclusive Casting Policy and supports the Minority Ethnic Members Committee's work in publicly challenging casting decisions. This is a new development for the union which necessarily comes with discomfort. Therefore, it is now important that the union takes the next step to further develop policy and strategy, such as the Play Fair campaign, which will enable the union, in unity, to challenge and improve casting decisions consistently.

AMENDMENT: Minority Ethnic Members Committee

At the end of the motion "- clarifying and strengthening the participation of the equality committees -".

MOTION 6: Deaf and Disabled Members Committee

The Play Fair campaign is clearly challenging vital attitudinal issues around equality and inclusivity. Deaf and Disabled members also face substantial physical and financial barriers in increasing their visibility in casting. They are still failing to gain the professional advances they need.

This Annual Representative Conference urges Council to redouble the union's efforts by providing the necessary resources to create an even stronger focus on the needs of members with disabilities, especially in the light of current government policies. This will greatly strengthen the Committee's on-going work to address these needs, which are expanding at an increasing rate.

MOTION 7: Northern English Area Annual General Meeting

As a response to the need for greater representation of Deaf and Disabled performers on both screen and mainstream theatre, this ARC recognises that there needs to be more accessible training made available to this community.

Currently the cost to the performer if they need an access worker or interpreter in order to attend workshops, in addition to the cost of the workshop, makes it financially impossible to attend.

This motion looks to build on the Play Fair campaign, through seeking a pilot scheme at Manchester's Royal Exchange Theatre and potentially the National Theatre, in which they offer professional training workshops aimed at Deaf and Disabled performers.

To assist with this, this ARC asks that Council considers whether a Play Fair fund could be created by Equity to assist the two theatres to provide any access support or interpreters that a performer may need in order to attend.

If successful, this scheme can then be rolled out nationwide to designated accessible mainstream theatres and Equity will have created a strong evidence-based case for the Arts Councils in England, Northern Ireland, Scotland and Wales to help support the designated theatres to continue to fund training access needs.

AMENDMENT: Deaf and Disabled Members Committee

In lines 6 to 8, delete all after "through seeking" and insert "to set up a pilot scheme to support these needs".

In lines 9 to 11, delete all after "a Play Fair fund" and insert "could be initiated by Equity to assist with the cost of access support or interpreters that a performer may need in order to attend."

Delete paragraph 5 and insert "If a one-year trial proves successful and provides a strong evidence-based case, this scheme could be made sustainable on a long-term basis."

MOTION 8: Women's Committee

This ARC applauds Equity's stated objective that the entertainment industry should Play Fair and truly represent its audience in all aspects of portrayal.

However, for far too long, women in UK theatre have struggled to achieve the same level of opportunities as men, whether as artistic directors, choreographers, stage managers, lighting and sound engineers, writers or actresses. Moreover, as our industry reflects prejudices in society, the gender imbalance only increases as women get older.

Equity calls upon Arts Council England (ACE) to fulfil their commitment to fund individual theatre companies according to their performance on diversity - and from a base of gender balance within that assessment – and to make clear how they have considered diversity when awarding the National Portfolio. It's time to reverse the acceptance that all-female festivals are the only way forward to equality. This practice alone perpetuates the myth that women's voices are only relevant to women.

Given this data is now routinely monitored by ACE, we also call on Equity to press ACE to be more open and transparent by publishing an analysis – not just the raw data – of the diversity of freelance workers and on stage performance – to assist with monitoring of the successful organisations that will be part of the portfolio.

FIRST AMENDMENT: Northern Ireland Committee

Delete all references to "Arts Council of England" and its acronym "ACE" and replace with "UK Arts Councils and funding bodies".

SECOND AMENDMENT: Directors and Designers Committee

In lines 4 to 5, delete from "artistic" to "actresses" (inclusive) and insert "directors, designers, lighting and sound designers, choreographers, fight directors, stage managers, writers or performers".

THIRD AMENDMENT: Dance Committee

In line 14, after "analysis -" insert "an intersectional analysis of the data with reference to all protected characteristics where information has been collected" to continue "-not just the raw data".

In line 15, after "of freelance workers" insert ", those who are awarded the public money," to continue "and on stage performance".

MOTION 9: Stage Committee

This ARC asks Council to lobby for an even gender split on the boards of arts organisations that employ Equity members.

AMENDMENT: West End Deputies Committee

In line 1, after the words "an even gender split" insert " - and representation in terms of ethnicity, disability and sexual orientation to reflect the community they serve -".

VARIETY, CIRCUS AND ENTERTAINERS

MOTION 10: Variety, Circus and Entertainers Committee

2018 is the 250th anniversary of the establishment of the first circus ever. It is a year of significant and high profile activity for circus supported by the Arts Councils and Local Authorities around the country. This ARC urges Council to consider recognising 2018 as "The Year of Circus" and actively seek ways to connect with and support "Circus 250".

Motions 11 and 12 will be debated together but voted on separately

MOTION 11: North East Variety Branch

Conference recognises that this year has been designated the "Year of Variety" and welcomes the new contracts pack which has been produced for use by our members with a view to strengthening their working terms and conditions.

However, we are concerned at the growth of inexperienced and unregulated so-called "Variety Agents" now operating within our business.

Conference urges the Variety, Circus and Entertainers Committee, in conjunction with the Variety and Light Entertainment Council (VLEC), to identify such new agencies and to encourage them to use recognised Equity/VLEC and The Entertainment Agents' Association contracts in order to protect our members' interests.

MOTION 12: Manchester and District Variety Branch

Agents are an integral and important part of our industry. Since the relaxation of agency regulations, Equity members and good, reputable agents have fallen foul of bad practice from poor agents who have taken advantage of lax regulations. Given the rise of the gig economy, an ever more precarious working environment and the increasing importance of agents, this ARC asks Equity to work with The Entertainment Agents' Association, the Personal Managers Association, the Department for Business Innovation and Skills and other trade unions to look at how more effective regulation can benefit acts, workers, agents and hirers.

MOTION 13: Variety, Circus and Entertainers Committee

This ARC understands that performers undercutting each other or working for low or no pay is bad for professionals and bad for the industry. It is vital that performers understand their own value. Bad practice often occurs when members new to the profession do not know how to price themselves and what criteria they should use. This ARC urges Council to consider supporting the establishment of a Variety, Circus and Entertainers Committee (VCEC) Working Party to produce educational and other materials that would be available to both members and non-members alike to help them set appropriate rates. Such materials could also be used as aids to recruitment and point new members to the individual assistance provided by the Variety Branches.

MOTION 14: Humberside Variety Branch

In this year celebrating Variety, and in order to promote interest in this important side of the union's activities, Conference asks Council to give more prominence to the work done by the Variety Artistes' Federation (VAF) prior to its incorporation with Equity by adding the history of that Federation to the Equity Website.

MOTION 15: North and West Yorkshire Variety Branch

Conference recognises the valuable role of the Variety Branch Secretary within the union's democracy. Variety Branch Secretaries provide a much-needed, informal point of contact with the union for variety artists living and working across the UK. They provide telephone and email advice and support for variety members who often want to talk through their situation with a peer prior to contacting the relevant Organiser. They are a contact point for agents and bookers, they help maintain Equity's profile through organising branch meetings and they work with staff on variety-specific campaigns, recruitment initiatives, etc.

Variety Branch Secretaries need support from the union to continue this valuable work. Taking on the role of Variety Branch Secretary can be daunting, and support, including from other Variety Branch Secretaries, is absolutely essential to the successful performance of the role.

Whilst the annual meetings of Variety Branch Secretaries and Branch Secretaries are welcome, Variety Branch Secretaries would benefit greatly from the opportunity to meet more regularly with each other. Conference recognises this and calls on the Council to consider instituting twice-yearly meetings of Variety Branch Secretaries at a regional level in regions served by more than one variety branch. Such meetings would be a valuable way for Variety Branch Secretaries to: support and mentor each other; share experience and exchange information; identify aims, objectives and recruitment targets at a regional level; and network Variety branch members across the region as well as within the catchment area of the particular branch.

LIVE PERFORMANCE

Motions 16 and 17 will be debated together but voted on separately

MOTION 16: Directors and Designers Committee

Designers', directors' and fight directors' work is frequently advertised at levels that are far below those for other professionals on the same productions. Many of these projects are publicly funded. We believe such funds should be used ethically to support best practices. The Directors and Designers' Committee believes that such practices should be excluded as a condition of funding being provided by public bodies.

This Annual Representative Conference urges the Council to take action to ensure that all members receive equal and increased protection and to ensure that this is discussed with the appropriate bodies, such as Arts Council England, and that a report immediately be made available to members afterwards.

MOTION 17: South West English Area Annual General Meeting

This Annual Representative Conference urges the Council to work with Arts Council England, Arts Council of Wales, Creative Scotland, Arts Council of Northern Ireland and the Local Government Association to ensure that all organisations in receipt of public funding have to agree to pay industry standard rates to all workers, contractors and freelancers. This commitment should be a condition of receipt of funding from these public bodies, involve a formal referral to the relevant industry organisation and, where possible, should be checked and followed up as part of the process.

MOTION 18: Stage Management Committee

This ARC asks Council to run a campaign on Creative & Production Careers Awareness highlighting the work engaged by non-performers within the industry. The campaign would have a Public and Industry message highlighting the contribution of non-performing members, raising awareness and working towards a more diverse future. The designer Lez Brotherston recently highlighted the demise of the scenic construction department in an awards speech and (with Arts Council England 2018-22 funding at a standstill - so a cut in real terms) we really need to make ourselves visible and valued so that more production jobs are not eroded. There could be very difficult times ahead for the arts - particularly the subsidised sector – and if we are not valued we will not get the public support for the arts that we need and therefore we believe a campaign of this type could be a great tool in that fight. This campaign would help galvanise those members working in all non-performing areas and job roles within the industry from theatre, TV and film.

AMENDMENT: The Council

In line 1, delete "to run" and insert "to investigate running", and after "Awareness" insert ", in association with other relevant FEU unions,".

MOTION 19: Young Members Committee

The Annual Representative Conference acknowledges that the theme park and attraction sector is a significant employer of young performers across the UK. The Young Members Committee is frequently contacted by Equity members working as performers within UK theme parks and attractions, citing reports of low pay, long working hours, injuries and difficult working conditions.

Whilst Equity continues to make progress in attempting to improve working conditions for its members working at specific sites within this sector, the Young Members Committee feels that the union should now seek to foster a sector-wide acknowledgment of Equity amongst both its employers and prospective members employed within it.

Therefore, Conference urges the Council to pursue a nationwide unionisation drive within the theme park and attraction sector in order to gain union recognition amongst employers within this vital industry for our young members.

FIRST AMENDMENT: Blackpool Variety Branch

In line 2, delete "young".

In line 11, delete "for our young members.", insert full stop after "vital industry".

SECOND AMENDMENT: The Council

In line 9, delete "pursue" and insert "investigate the viability of".

MOTION 20: North Lancashire and Cumbria General Branch

This ARC notes that Theatre by the Lake will be rehearsing large parts of its summer season 2017 in London. It is understood that this is, in part, because of the pressures to encourage co-production and reduce costs.

This ARC notes that rehearsing and making theatre away from the town or city it plays in fundamentally alters the character of regional theatre and sends out a negative message to Equity members and other creatives who choose to live outside London. This is compounded by a policy of now only auditioning actors in London rather than both London and Manchester (and Keswick) as has been the custom in the past.

Furthermore, the disparity in Arts funding identified in the Rebalancing our Cultural Capital (RoCC) report between arts funding in London and the English regions will only widen if money designated for regionally-based theatres ends up being spent in London. This ARC asks that Council look into this matter and monitor developments at Theatre by the Lake.

AMENDMENT: Stage Management Committee

At the end of the motion, delete "developments at Theatre by the Lake" and replace with "the trend in regional theatres casting and rehearsing solely in London".

MOTION 21: Greater Manchester and Region General Branch

Smoking onstage is an unhealthy risk. Health & Safety assessments for productions outline the dangers of smoking as a risk. Certain theatres ask actors to consent & sign a waiver as to this personal risk where the theatre is not responsible for their future health as a result of smoking onstage. Audiences are only aware of the risk of passive smoking by observing signs outside the theatre before they enter or by website notifications.

This Annual Representative Conference acknowledges that smoking onstage is unhealthy for both the performer(s) and audience alike.

POLICY

MOTION 22: Dorset General Branch

In light of Brexit, this conference calls on Equity and the Council to support the concept of Associate European Citizenship for anyone wishing to take up the opportunity as already mooted in the European Parliament, and if it is deemed necessary or appropriate to lobby for this in the interests of members who have employment opportunities in Europe.

MOTION 23: Screen and New Media Committee

Since the referendum in June 2016, Brexit and all its implications are having an impact on everyone's lives, from prices in the supermarket to worries about funding for the arts. However, European Union (EU) nationals are arguably being affected the most, with the government refusing to guarantee their rights to live and work in the UK after Britain withdraws from the EU. Notwithstanding years living in the UK, family ties and taxes paid, EU nationals are now under a cloud of uncertainty, with some people already being told by the Home Office to make plans to leave.

As self-employed workers in an industry that is notorious for high unemployment and which is not considered to be in the "highly-skilled" category, EU national Equity members are in a particularly vulnerable position. Stringent Home Office rules that require either proof of continuous employment or proof of private comprehensive sickness insurance may mean that many performers who have been here for years will be forced to leave, sacrificing careers and uprooting families.

This ARC urges Council to take urgent steps to appeal to the government on behalf of its EU national members and urge that the government guarantee the rights of all EU nationals currently in the UK to live and work after the UK withdraws from the European Union, as well as to work to raise awareness of the contribution EU nationals make to the UK acting industry.

MOTION 24: Northern Ireland Annual General Meeting

Northern Ireland shares a border with the Republic of Ireland and members are free to travel across that border for work and leisure as well as having no restriction on which side of the border to work. The referendum to leave the European Union (EU) has put members living in both sides of the Irish Border in an unpredictable state with no real assurance from the Government in Westminster whether the hitherto freedoms will exist after the UK has formally left the EU. This ARC urges Council to campaign for Northern Ireland to continue to have an all-Ireland agreement in respect of Freedom of Movement and the right to work with no restriction on either nationality and that the investment that the EU put into both sides of the border for film and television production will be ring-fenced and paid through either the European or Westminster governments.

MOTION 25: London Area Annual General Meeting

This ARC heartily applauds Equity for the effort its staff and members have put in to protecting members against bullying. Our efforts to educate members and employers do us proud.

The Creating Without Conflict survey in 2013 found that 56% of those working in theatre said they had directly experienced bullying, harassment or discrimination, and half said they had witnessed others being subjected to such behaviour. It found that 58% of women working in theatre had been bullied, compared with 52% of men.

These figures are atrocious and this issue mustn't be allowed to be ignored by employers and the bodies that represent them.

Education isn't enough. Greater preventative measures are required when employers have responded so weakly. Rule 3.1.1.8 compels the union "to oppose actively all forms of harassment, prejudice and unfair discrimination".

At present, if a member complains about bullying it is investigated by the union and the employer takes their own internal action. Sadly, given the freelance nature of our industry, serial bullies simply continue their behaviour with a new uninformed employer, or worse, as an employer in their own right. Members deserve greater protection from serial bullies and more active prevention.

This ARC urges Council to find better mechanisms to inform our members about serial bullies and thereby prevent future harassment and discrimination of our members. We suggest finding responsive mechanisms and challenging trade bodies and organisations to spell out what actions they have taken to combat bullying since 2013. This cannot continue.

MOTION 26: East of Scotland General Branch

This ARC urges Council to enter into discussions with Spotlight to request the introduction of reduced annual fees for Student members.

Although reduced fees are available for young members, this does not necessarily mean that all student members fall into this age group. The annual costs of Spotlight can still be a significant outlay against earnings for all, but particularly students, and an increase occurred last year despite Spotlight no longer producing the book, which they gave as the reason for the bulk of their costs.

If we want to encourage new members to the industry and give them equal opportunities, then we should be looking to help them develop their careers and not restrict their possible employments on purely financial grounds.

This ARC requests that members are kept informed of developments in this area.

MOTION 27: North and East London General Branch

Central and local government cuts, and uncertainties surrounding Brexit, pose an increasing threat to the future of the arts. This ARC asserts that we can only offer members and companies a productive and creative future by creating a clear long-term policy that challenges and re-frames funders' criteria, policies and priorities, while continuing to fight immediate cuts and closures.

We urge Council to consider setting up a new Arts Policy and Campaign Working Party, representative of branches and committees, and with reference to those policies already established by members in:

1. our *Manifesto for Theatre*, aimed at increasing funding, production, wages, accountability, local development and artistic leadership;
2. the TUC's *Show Culture Some Love* campaign, in which our members are active representatives;
3. the 2015 ARC binding motion that led to the *Stop Arts Cuts* campaign
 - a funding system fairer to all regions, practitioners and companies of diverse sizes, nature and aims.
 - a model that ensures a fairer and broader access to the arts for practitioners and audiences.
 - statutory local arts funding in line with inflation.
 - more inclusive and representative employment in all areas;
4. our policy on TV and radio public service broadcasting, and film production.

Finally, and crucially, we urge Council to announce the central tenets of this policy, when agreed, to the press, government, fellow unions, funding bodies and employers, and to ask for support for the process of achieving our aims, many of which will also be of benefit to employers and public alike.

MOTION 28: Scottish National Committee

As self-employed workers, our members qualify for Maternity Allowance, payable to the mother-to-be, for a maximum of thirty nine weeks. The beneficiary is entitled to ten "keeping in touch days" where she can take paid work. This payment can be made only to the mother - there is no paternity allowance - and Statutory Shared Parental Pay is not available to the father/other parent, unless he or she is an employee. Freelance actors do not generally work as employees, and as such, in this case, are not afforded the same rights as employed workers. Due to the ad-hoc nature of our work, in families where both parents are in the industry it is often not possible to predict which partner will be working and which will be at home as primary carer. In a situation where the mother is offered work and the father is not, the mother must turn down all work that takes her over the ten day limit, or the family loses the Maternity Allowance altogether. This ARC urges Council to lobby the government to amend the Statutory Shared Parental Pay legislation, so that our members are afforded the same rights as employed workers, and that the allowance can be transferred to the partner at home with the baby.

COMMUNICATIONS AND MEMBERSHIP SUPPORT

MOTION 29: Dance Committee

This ARC notes existing Equity insurance policies which are available to dancers. This ARC believes that they are a valuable resource for members when at their most vulnerable during injury, and an excellent recruitment and retention tool.

However, this ARC also notes that injuries which do not require a scan or diagnosis to be paid for under the scheme are not currently covered by our Dancers' Insurance. The ARC believes that there may be a financial advantage for the union and members if Equity were to compile and promote a dancers' insurance package, consisting of some existing schemes and extended cover around physio, chiropractic and other treatment being required in the case of accident or injury. Such a package supports Equity in being seen as a union for dancers, helping us to recruit, retain and promote activism with dancers across the industry.

This ARC asks Council to investigate the cost and other implications of offering such an insurance package and to make recommendations (if any) for improvements in existing dancers' insurances. In so doing, they should work with First Act, OneDance UK, the Equity Dancers and Choreographers Committee and other relevant expert bodies.

MOTION 30: South East English Area Annual General Meeting

Conference congratulates the Equity staff and Council on the work done to improve working conditions for dancers through the new initiatives outlined in the Equity magazine. However, very many dancers seem to be unaware either of the benefits which Equity has negotiated on their behalf or the advantages of Equity membership. Conference therefore urges Council and staff to contact all dance schools with vocational courses to encourage them to invite Equity staff, accompanied wherever possible by an active member of the dance industry, to address students in their first year and to enrol as many vocational dance students as possible into student membership.

FIRST AMENDMENT: Manchester and District Variety Branch

In lines 6 and 7, delete "to address students in their first year".

In line 6, after "active member of the dance industry" insert "to address all students, particularly those in their first year,".

SECOND AMENDMENT: Young Members Committee

Amend lines 7 and 8 to read "into student and graduate membership".

MOTION 31: The Council

This ARC notes the successful development of an online branch, which helps facilitate branch involvement for members, particularly when they cannot attend a geographical branch. However, it is noted that there are still barriers to participation in the online branch, particularly from those who are not familiar or confident with using computers. This ARC asks Council to build on the work of Federation of Entertainment Unions (FEU) training by offering and delivering workshops and training in the use of information technology so that the reach of the online branch can extend as far as possible.

PLEASE NOTE: *The motion above was submitted by the Online Branch Committee and not by the Online Branch as required under the Rules. The Council agreed to put the motion on the agenda in its own name in order for the matter to be debated. The motion will be moved by the Online Branch.*

AMENDMENT: The Council

In line 4, delete "build" and insert "investigate building".

INTERNAL UNION BUSINESS

MOTION 32: The Council

Subscription rates were last increased on 1 January 2016. There will be no increase in rates during 2017. However, the value of the pound has fallen significantly since the EU referendum and inflation is expected to increase during the latter half of 2017. This Annual Representative Conference therefore agrees that, with effect from 1 January 2018, subscription rates will increase by 2.4% rounded to the nearest whole pound. The minimum subscription rate of £125 will rise to £128. There will continue to be a £5 discount for those paying by Direct Debit. There will be a consequential rise in the Entrance Fee from £30 to £31.

MOTION 33: Kent General Branch

With the advent of the new proposed website, this ARC proposes that Equity facilitates accredited online training available to all members in all aspects of the profession (for example: bullying, unconscious bias and equalities).

AMENDMENT: The Council

In line 2, delete both instances of "all", and before "aspects" insert "relevant".

MOTION 34: East Midlands Variety Branch

This ARC urges Council to appoint media moderators in each of Equity's social media outlets - to enable them to accept (by means of proof of Equity membership identity and an acceptable matching media profile) those persons wishing to join any online Equity social media.

AMENDMENT: Welsh National Committee

In line 1, after the word "appoint", insert "trained".

Motions 35 and 36 will be debated together but voted on separately

MOTION 35: Thames Variety Branch

This ARC urges Council to consider, in order to ensure that Variety Branch committee meetings are quorate, the quorum for a committee meeting should be five members. Branch Officers may be included in that number.

MOTION 36: West of England Variety Branch

This ARC welcomes the guidelines for attending branch meetings by remote means as a useful alternative to attending meetings in person. This facility has the potential to allow members unable to attend, for whatever reason, to still be fully engaged with their local branch and participate fully in the meetings. This is particularly helpful in branches outside London where transport and travel is sometimes difficult, or when members are working away. The guidelines allow them to propose and second motions, to speak and to vote – but it does not allow them to be part of the quorum of the meeting.

This ARC asks the Council to consider altering the guidelines to allow them to count towards the quorum, but would suggest that an overwhelming majority of the members still need to be present in person to protect the integrity of the physical branch meetings and to distinguish it from the Equity Online Branch.

MOTION 37: Wales Annual General Meeting

Members resident in England, who propose a motion at an Annual General Meeting that is passed and submitted to the Annual Representative Conference, are eligible under Rule 37.2.4 to be elected by that AGM to propose the motion in question at the ARC – even if they are not members of one of the committees that can elect ARC Representatives. This facility is not afforded to members resident in Northern Ireland, Scotland and Wales. Therefore, in the interests of fairness and because the best person to propose a motion at an ARC is the member who originated that motion, this ARC urges the Council to put the following rule change to referendum (at the same time as other rule changes next go to referendum):

“In Rule 37 (Representative Conferences), insert the following as a new clause 37.2.15 and renumber the current clauses 37.2.14 through to 37.2.22 as clauses 37.2.15 through to 37.2.23: Should the mover of the motion at a National Annual General Meeting, that is submitted by that Annual General Meeting to the Annual Representative Conference, not be a member of a National, Industrial, Specialist and/or Branch committee, then that member may be elected by that National Annual General Meeting to attend and propose the motion to the Annual Representative Conference. The member would have their expenses paid to attend the Annual Representative Conference but would have no vote there and would only be able to speak in the debate on the motion in question.”

MOTION 38: West and South West London General Branch

This ARC recommends to Council that monies should be set aside to fund a full-time or part-time fully-trained member of staff with the responsibility for (but not limited to) anti-bullying and mental health issues for the benefit of our members - the position to be created for a period of two years minimum. It is hoped that the appointee will reassure members, campaign, effect change and act as a call to action for employers and members alike.

This is not a day-to-day running issue since it covers a specific contemporaneous issue and is not expected to be a permanent position. The post may even be groundbreaking within the trade union movement.

AMENDMENT: Greater Manchester and Region General Branch

In lines 2 and 3, delete "mental health" and insert "wellbeing".

Delete the second paragraph.

MOTION 39: Welsh National Committee

This Annual Representative Conference asks Council to authorise, develop and publish for the use of members a digital label worded “Proud to be a member of Equity” or similar, that may be appended to any online presence or personal communication as a member requires.

MOTION 40: East Anglia Variety Branch

This ARC agrees that the lack of representation for Walk-On and Supporting Artist members is clearly a matter for concern.

Equity must reassure members who work as Walk-On and Supporting Artists in television and theatre that their livelihoods and problems are important to the union, and encourage them to attend their local branch meetings where their issues can be raised and addressed at grassroots level.

In the past, some General branches have not made Walk-On and Supporting Artists welcome and currently any discussion on "Walk-On" matters at Variety branches is relegated to "Any Other Business".

To guarantee equal representation to all members, this ARC requests the Council ensures that all General and Variety branches include a standing "Walk-On and Supporting Artists" item on their agendas.

AMENDMENT: The Council

Delete the first paragraph.

In lines 10 and 11, delete "ensures that", and insert "to encourage".

In line 11, before "include" insert "to".

RECORDED MEDIA

MOTION 41: Devon and Cornwall General Branch

This ARC requests that Council looks into how Equity can ensure the protection of performers with regard to possible future computer-generated performances following their death. For example, a clause in an agreement that clarifies whether or not they agree to their image being used for a new performance of a character they once played.

MOTION 42: Screen and New Media Committee

The creation of BBC Studios has further complicated the increasingly anomalous status of the BBC, particularly with regard to the pay and conditions of Equity members. This conference notes that, while BBC Studios is presenting itself to our members' negotiators as just another innovative component in the old taxpayer-funded public service, it is taking over the most potentially lucrative sectors of the BBC for exploitation, while leaving the least promising sectors in-house, thus setting itself up in direct competition with commercial production companies. Conference urges Council not to consider accepting any contractual agreement with BBC Studios that does not recognise the new commercial realities in which it is operating.

MOTION 43: Northern Ireland Committee

There are increasing concerns throughout the union that the changes to the BBC (and drama production in particular) are being compartmentalised in readiness for privatisation. The responsibility for the more lucrative productions comes under the umbrella of the created "BBC Studios" and currently the union is in discussions with them about what contract they will use as an independent bidder for programme make. This ARC urges Council that, in any negotiations with the BBC, drama production in Northern Ireland continues to grow with more productions made in Northern Ireland and with local talent being given an equal opportunity in any casting on contracts no less favourable than those currently existing between the BBC and Equity. Similarly, it is our belief that BBC Northern Ireland should be given a larger slice of the licence fee collected in Northern Ireland to continue to produce more in-house drama and we also urge that Equity campaign to make that possible.

MOTION 44: Yorkshire Ridings General Branch

In 2015, the Annual Representative Conference called on the Council to redouble its efforts to press for more production to be made in the nations and regions, accompanied by casting taking place in the locality of such production.

This ARC calls on the Council and the Casting Working Party to build on this policy by establishing a UK-wide member-led Nations and Regional Production and Casting campaign.

MOTION 45: Audio Committee

The Audio Committee is very concerned about low rates of pay for audio work and the rapid race to the bottom. This is becoming even more problematic due to the proliferation of unregulated "Pay to Play" websites. Conference urges Council to explore what guidance and support can be given to members about professional rates of pay for audio work that are not in contravention of Competition Law.

AMENDMENT: East of Scotland General Branch

In line 4, after the word "for", insert "initial recordings and subsequent revisions of".

Motions 46 and 47 will be debated together but voted on separately

MOTION 46: Scotland Annual General Meeting

Self-taping for TV, film and commercials is becoming more and more common in our industry and can be an advantage to those members based outside the M25.

Given that the training costs for Equity are substantially lower in this year's annual accounts (from £3,487 in 2015 to £946 in 2016) and taking into consideration the healthy state of our union's finances, this ARC urges the Council to look into the costs for funding training workshops on self-taping to be delivered by an Equity member or members and accessed through our branches and committees nationwide.

MOTION 47: North West London General Branch

This ARC is concerned about the rise in self-taped auditions. In order to be competitive, actors must have the equipment and skills and knowledge to best use that equipment. While technology has helped in many ways, the trend risks discriminating against several groups (eg: people who may not know how to effectively self-tape and who may be intimidated by technology). Even now, not everyone has access to cameras, tablets or phones with cameras and the costs can sometimes be daunting.

We ask that:

1. more support be given by the union to train and help equip members;
2. the union works with casting directors to move towards an industry standard so that members know what formats and uploading methods to use;
3. the union moves towards a code of conduct so that auditions are not shared publicly (eg: on YouTube) by casting directors without permission/ recompense (eg: perhaps a file sharing facility could be provided or recommended by Equity so that auditions are kept secure and not made public).

FIRST AMENDMENT: South and South East London General Branch

In lines 1 and 2, delete "In order to be competitive, actors must have the equipment and skills and knowledge to best use that equipment".

In lines 3 and 4, delete ", the trend risks discriminating against several groups (eg: people who may not know how to effectively self-tape and who may be intimidated by technology)".

In line 4, change capital E in "Even" to lowercase e.

In point 1, delete "train and".

Delete point 3 and replace with "3. The Union moves towards a code of conduct which complies with the data protection act and contains a binding agreement whereby all submissions will remain private, be used solely for the purpose for which they were requested and permanently deleted at the end of the resourcing process for a project."

SECOND AMENDMENT: West and South West London General Branch

At the end of the motion, add "4. the union is mindful of the need to avoid the issue being driven by casting websites."

MOTION 48: Midlands English Area Annual General Meeting

This ARC urges Council to consider instructing the staff to promulgate and promote the Equity/London Film School Agreement to all of the other film schools/universities within the UK, to ensure that all student films are allocated a budget to pay the actors who are featured in the films.

AMENDMENT: Screen and New Media Committee

In lines 1 and 2, delete "the Equity/London Film School Agreement to all of the other" and insert "Equity's Standard Form of Engagement for Artists in Student Films to".

In line 3, delete "ensure that all student films are allocated a budget to pay the actors", and insert "encourage the allocation of budgets for the payment of performers".

STANDING ORDERS

TELLERS AND STEWARDS

The tellers and stewards shall be members of staff of the union who will examine the credentials of all members attending and of authorised visitors.

PHOTOGRAPHY AND FILMING

Other than the official photographer and any recording undertaken by the union, during the Conference photographs may be taken only with the express consent of the subject and no audio or visual recordings will be allowed.

AGENDA

Compositing motions and/or amendments The movers of motions and amendments shall be asked to co-operate with the Standing Orders Committee prior to or during the Conference in order that composite motions may be obtained wherever possible.

Remittance of motions A motion which has been moved and seconded may not be remitted by the mover to the Council for consideration without the consent of the Conference.

Withdrawal of motions or amendments. A motion or amendment which has been moved and seconded may not be withdrawn by the mover without the consent of the Conference.

Unfinished business All matters on the agenda not reached at the conclusion of the last day of the Conference shall be remitted to the Council.

ORDER OF DEBATE

Limitation of speeches The mover of a motion shall be allowed not more than five minutes to move the motion. The seconder and subsequent speakers, including the right of reply, shall be allowed not more than three minutes. One minute before the expiry of each speaker's time limit a warning shall be given, and again at the expiry of the speaker's time.

Amendments No amendments of any kind will be accepted at the Conference. Requests to move references back of sections of the Annual Report of the Council or annual statement of accounts, to withdraw a motion, to composite motions or amendments, or any other request that would have the effect of altering the timetable must be made to the Standing Orders Committee in its committee room and not from the floor of the meeting.

ADDRESSING THE CONFERENCE

- Representatives shall indicate they wish to speak by holding up a voting card.
- Representatives and Councillors shall come to the rostrum and speak to motions only when called by the Chair. They shall address the Chair and give their name and whom they represent.
- On questions, points of order, formal moving and seconding of motions, representatives shall stay in their place when speaking and not come to the rostrum unless invited by the Chair. They will be provided with a microphone.
- Should the Chair stand during a debate, the representative speaking shall give way and neither s/he nor any other representative shall speak until the Chair gives leave.

VOTING

Only elected Representatives and members of the Council shall be allowed to vote. All voting shall be by a show of voting cards.

All other matters of procedure are governed by Rule 39: Rules of Debate in the Rules of the union.

Standing Orders Committee

Julia Carson Sims (Chair), John Carnegie (Vice-Chair), Anthony Blakesley, Adam Burns,
Di Christian, Christopher Cotton, Stephen McGuire, Jeremy Phillips, Terry Victor
Stephen Spence (Secretary to the Standing Orders Committee)