



East of Scotland General Branch

“Sometimes we are treated quite well”.

Mental Health, Stress & Distress
In the Entertainment Industry

A Report

Equity East of Scotland General Branch Committee
& Mental Health Working Party
March 2013 – March 2014

Mental Health, Stress & Distress **In the Entertainment Industry**

A Report

“Sometimes we are treated quite well”

Quote from attendee at Stress in the Entertainment Industry event.

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Equity East of Scotland General Branch Committee
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INTRODUCTION

Reports by their nature have a tendency to be boring.

However, we do ask you to read on and persevere. It may be a matter of life and death.

At time of writing, Mental Health, Stress and Distress in the Entertainment Industry have been the focus of the Mental Health Working Party of the Equity East of Scotland Branch for almost exactly a year. The full background and reasons for this focus are described elsewhere in this report.

This report has been written to sum up the work of the Mental Health Working Party, to inform the Scottish Committee of Equity, and to inspire others into action - within and outwith Equity.

Our heartfelt thanks go to the intrepid souls who came along to our unlikely event during the Edinburgh Festival Fringe on 12 August 2013. In the midst of all that jollity and celebration, they made their way to an event called "Stress in the Entertainment Industry" They came and they did what all theatre is supposed to do. They told the truth.

And it is on their truths that we have based our work these past months and which will continue to influence the future. Like the man almost said "We each must play our part". They played theirs and now it is up to us and you.

Thank you and read on....

*Morna Burdon: Convenor ,Mental Health Working Party
Catriona Joss, Lubna Kerr, Robert Moore: Members, Mental Health Working Party*

East of Scotland Branch Committee

*Pab Roberts, Chair; Morna Burdon, Vice Chair;
Helen Raw, Branch Secretary, Catriona Joss, Treasurer & Social Convenor.
Lubna Kerr, Robert Moore, Torya Winters.*

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Thanks also to Michael Daviot and Yvonne Rose- Moore

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SUMMARY OF THE WORK TO DATE

BACKGROUND:

- During late 2012, early 2013 a number of members of the performing arts industries took their own lives. Whilst no-one can ever know what led them to take such a step, it triggered a response in many people in the industry who linked these events with their own and each others' experiences of trying to survive in our industry.
- Following a posting on the SCOT-NITS theatre professionals' forum from a concerned individual, a lengthy discussion ensued. Several people, from all areas and many varied roles within the industry, commented and added their support to the need for action and change.
- Prompted by the views being expressed, Pab Roberts, Chair of the East of Scotland Branch, raised the issue at the AGM in March 2013. Michael Daviot, who was at the AGM said he felt a Working Party should be set up and would anyone like to join him. Two members, Lubna Kerr and Morna Burdon, said they would.
- The matter was discussed at the next two committee meetings and the Working Party was formally instigated on 23 April 2013.
- Circumstance meant that for the first two or three meetings, only two members were present and eventually, Michael Daviot withdrew, leaving his best wishes for the work.
- In order to establish what the focus should be (in particular, clarifying if we were discussing pre- existing mental health problems or difficulties caused by being in this industry), a questionnaire was next compiled and sent out to East of Scotland Committee members.
- The responses were in the process of being analysed, when word came through that yet another member of our profession had taken their own life. On that day, July 20, a draft programme was drawn up for an event to explore the issue of 'Stress in the Industry' and the wider East of Scotland Committee was contacted to ask if they were on for helping run that open event during the Edinburgh International Festival due to start within the next two weeks.
- At the same time, Fringe Central was contacted and the amazing Lauren Leeman said "Yes" to every request we made from there on in.
Can we have a room? You can have the lecture theatre.
Can we have a workshop room? You can have three (one being the staff rest area!)
Can we have flipcharts, a registration desk, publicity ?....Yes and yes and yes
And so on.....Thank you, Lauren.
- East of Scotland Branch Committee members took up the call to action and became an ad hoc steering group for this event, solemnly entitled "Stress in the Entertainment Industry" right in the middle of the biggest Theatre Arts jamboree the world knows!!!! Would anyone even notice, let alone turn up?!

THE AUG 12 EVENT:

- The aim was to establish what was needed; to draw on and share individual experiences; to work together to start to find solutions and create opportunities to influence change.
- A supportive consultation process aimed also at making people feel valued and to give them a voice. The reason for the format was to give each individual a chance to be heard.

In spite of the short timescale for planning and despite very ad hoc publicity the event attracted 34 expressions of interest and 17 formal apologies. On the day there were 25 people present - 15 participants, 6 East of Scotland branch members; the Scottish Secretary of Equity, the Director of the British Association for Performing Arts Medicine, someone from Spotlight and a Fringe Central representative. Participants came from all over the UK, some were Equity members, some yet to be, and they ranged from stage managers to stand up comics, to actors, to film makers, to producers and directors - employed and otherwise.

5.

- The programme for the event appears elsewhere in this report but, the day essentially addressed the following questions:
 - What issues do you deal with that lead to stress?

- How does this impact on you?
- How do you cope?
- What would help?

THE FINDINGS:

- The findings are listed elsewhere. Please read them and respond to them. They are included in full rather than summarised as each one represents an individual's needs, feelings, risk in saying it, and ideas for what might help.
- Having said that, one analysis suggests that the issues raised related to 5 areas :personal, financial, social, work related and industry specific. The impact and ways that people coped varied from one individual to another depending on their social and family circle, their industry experience, where they stayed and awareness of local services /support. However, despite the range and intensity of issues identified and the variety of ways in which people coped, what was clear was the **repeated testimony of real distress** within the profession caused by many aspects that are completely changeable but which are too often simply dismissed as 'going with the territory'.
- The ideas for what is needed included: support centres in all major cities, a members well-being area on the Equity website, more forums (similar to the Aug 12 event), professional practice training, psychological training/ tools, education of employers, more use of social media, more invitations to events to keep in touch.
- A full list of the findings can be found on Pages 16 -18 of this document. Please read the findings and come up with your own solutions and ideas.

A WAY FORWARD:

- **One clear message came from the event – members of our industry are frequently in distress. When distress is an occupational hazard, it is time for change - in how we look after ourselves, each other and how we expect to be looked after in the industry.**
- The MHWP has used and is using the findings to help us identify what help is needed; where that help can come from; what we can do and who else can help (including the wider world of Equity)

Summarised below is some of the work started, achieved, proposed & ongoing :

- Findings of the day and contact details of participants circulated to all attendees
- Contact made with a range of other agencies (see Pages 9-13)
- On waiting list for space at Summerhall Arts Centre, Edinburgh for a 'drop-in' centre
- Proposed East of Scotland motion to ARC for the creation of a Code of Ethics for the casting process to change the appalling ways people can be treated during that process
- Proposed motion for the creation of a Health & Well - Being Officer (at time of writing being taken forward from the Scottish Committee to Equity's Annual Representative Conference)
- Circulation of the Aug 12 event Findings to the Scottish Committee & Equity in London
- A "Not the Works Night Out" Christmas Dinner (£12.99 for 3 courses!!) – this has happened before but the ethos was a more conscious one of support - many potential new members attending as guests of members and potential for all of belonging
- Invites to join the EoS Committee at Traverse Theatre, Edinburgh Quiz Nights/Other Events and discussion of methods of making the EoS Committee and branch more 'people friendly'
- The beginning of the creation of a database of interested individuals & members qualified to provide a variety of services / therapies
- How to share our experience / event findings with other branches
- Discussion of further research eg put existing questionnaire or similar onto Survey Monkey

- Suggestion to involve high profile interested parties
- A proto type drawn up for relevant topics that could be dealt with in Drama Training
- The proposal for a 'Sanctuary' at Fringe 2014 (from Scottish Secretary – idea taken up by Equity, London – outcome awaited)
- Discussion of educational film drama/documentary raising the issues
- Discussion of Myths & Facts leaflet for members about being a member of this profession

COMMENT:

Because of the interest that has been generated, more people are finding the courage to come forward to tentatively start to tell their stories or become involved.

It has been previously argued that the personal, pastoral, emotional and social approach is somehow opposed to the industrial approach. On the contrary, it is what lies beneath it. Loneliness is connected to low pay (too broke to go out) is connected to low self esteem is connected to not getting work is connected to being poor is connected to not being valued is connected to no pay and so on.....

We have been reticent about mentioning the human, individual emotional cost of many aspects of being part of this business, but there is work to be done now. Not just by small groups of passionate people who care on a local basis but in the wider national Equity community.

In the run up to the Aug 12 event all members of the East of Scotland Committee were involved one way or another and two more stayed to become part of the Mental Health Working Party. The intention is that the MHWP will wrap up around the time of our AGM this year (Spring 2014).

The work will, however, continue under the auspices of the East of Scotland General Branch Committee. Our focus will be local but we also plan to work in tandem with the Scottish Committee and send out materials and reports such as this to all branches so that they can benefit from our experience. We are interested also to see how this work is carried forward at National level and will continue to influence where we can.

This report was written to sum up the work and events during the life of the Mental Health Working Party. It was also written in response to a request from the Scottish Committee for more information on the work to help them identify their possible role. But is also written so that anyone reading it in our profession will not feel so alone, and it is written so that you can help.

One of the major blights of unemployment is disempowerment and, and a major blight of our profession is of people so often working outside of their passion, below their capabilities and being treated in ways that lead them to actually commenting "Sometimes we are treated quite well".

Things change and times change. In our profession we are well past the time for change. You can be part of that. Read this document and act. Use what you have. We and you, have expertise, things we can offer, individual, unique qualities. If other people do not value that – their loss. All of what we have done and are doing and will do is made up as we go along. Just as in life, we do and we don't know what we are doing. Like all good theatre makers, we improvise. Get it right, get it wrong, fall down, get up. As with all good improvisations all it takes to start is "Yes".

7.

THIS SECTION :

OTHER AGENCIES : A LITTLE HELP FROM OUR FRIENDS

A record of other agencies who have been contacted and the outcomes of that contact with **ideas for future action**. It is open for other agencies to be contacted in the future.

- What they do
- Contact made
- Action so far
- Ideas for the Future

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FEDERATION OF SCOTTISH THEATRES

The FST exists to support people working in Theatre, Dance and Opera. Networking and advocacy is the main value in being a member as well as having a collective voice when necessary and generally keeping in touch. Many events are open to non-members.

ACTION to DATE

- They too had felt the need to respond to the several suicides there had been in the profession in the 12 months preceding the East of Scotland event on Stress in the Entertainment Industry
- They contacted Mental Health Charities and Trainers to set up courses for members & non- members (see website for updates)
- FST submitted a write up of their services to the East of Scotland Branch Blog

IDEAS FOR THE FUTURE

REACHING OUT

- They suggested any member of FST wishing to speak about issues regarding Mental Health (how, for example theatres/ companies/ artistic directors/ producers might help) could come along and **RAISE IT AT A MEMBERS MEETING.**
- Equalities-focussed members' meetings (will/already) include Mental Health & the existing FST Health & Safety Course includes MH in its Risk Assessment section

MONEY

- FST cannot help directly with money but **MAY HELP WITH IN KIND SUPPORT** eg with catering for an event if it is in line with their objectives
- **BUCKET COLLECTIONS IN COMMERCIAL THEATRES** – personal experience of work at Edinburgh's Playhouse was that Monthly Collections by various groups were a way of advertising an issue and also good way of raising money as people are on a night out and happy to give to a range of causes (eg Variety Club already very successful in this field). Need specific focus for the fundraising (eg Actors/Crew Helpline)

HELPLINE

- Suggested a 3rd PARTY TELEPHONE COUNSELLING LINE and sent contacts
"It's possible that Equity may find a company who can tailor an Employee Assistance Programme to your members' needs. I have attached some links for reference." Tom Evans, FST
<http://www.eapa.org.uk/page--what-is-an-eap.html>
<http://www.care-first.co.uk/employee-assistance-programmes/telephone-counselling/>
<http://www.first-assist.com/value-counselling.aspx>

BRITISH ASSOCIATION FOR PERFORMING ARTS MEDICINE

BAPAM delivers specialist health support to performing artists. It offers free, specialist medical advice to help overcome work-related health problems for full and part time professional, and student performing artists plus crew. Health information factsheets, healthy practice talks and training events are available to these groups and to arts organisations and education providers. It has an online Directory of Performing Arts Medicine Specialists and Practitioners and offers Performing Arts Medicine Training. Most of the workers have a background in the arts, and the Director is also a Piano Accompanist. The medical practitioners have a particular interest and experience in working with people in the arts & entertainment industry.

ACTION TO DATE

- London meeting with Clare Hicks, Office & Clinics Manager & Deborah Charnock(Chief Exec) early August 2013 to find out about the work
- Telephone interview with Dr Carol Chapman, their Assessing Clinical Psychologist
- BAPAM Director attended the Aug 12, Stress event and briefly spoke.
- BAPAM LAUNCH in Glasgow to raise awareness of their work with Scottish based performers, directors, crew and interested medical practitioners (NHS, private & alternative.) Natasha Gerson of Equity's Scottish Committee spoke.

IDEAS FOR THE FUTURE

- Interview with Dr Carol Chapman for Equity website or magazine
- Interview with Dr Sara Watkin (as above). Continue contact.
Sara was a dancer, is now an osteopath & GP and is honorary physician for the British Association of Performing Arts Medicine (BAPAM). Edinburgh – based – spoke of links with physical problems and mental health.
- Continued contact with Dr Faith Gardner (*current organiser in Scotland for BAPAM awareness raising initiative. Glasgow-based*).
- Keep BAPAM informed of our work and continue to highlight their service.
- Liaise with Natasha Gerson, Scottish Committee member & BAPAM Trustee

<http://www.bapam.org.uk/contact.html>
www.faithgardner.co.uk

Dr Sara Watkin – through BAPAM

MENTAL HEALTH FOUNDATION

Helps people to survive, recover from and prevent mental health problems

ACTION TO DATE

- Established that they the Scottish Mental Health Arts and Film Festival runs under the auspices of the Mental Health Foundation
- Contacted the 2013 Festival Manager, Gail Aldam & she agreed to meet
- Identified lead person in Scotland for the Mental Health Foundation
- Established that they were part - funded by Comic Relief for a project & that they carry out research into Mental Health needs of various groups

IDEAS FOR THE FUTURE

- Meet up with Festival Manager
- Meet up with Isabella Goldie who leads MHF work in Scotland
- In both cases, for advice, and to sound out regarding possible future work

www.mhfestival.com

www.mentalhealth.org.uk

SUMMERHALL, EDINBURGH

"A creative hub for the arts with studio and workshop spaces".

ACTION TO DATE

- Contacted regarding a space for a Support Centre/Space for Performers/ Crew/Equity members to meet up/engage
- Accepted on list awaiting space. Updated February 2014.

IDEAS FOR THE FUTURE

The need expressed by participants at the Aug 2013 Stress Event was for "Support Centres in all major cities"

- Continue contact with Summerhall
- Approach building- based theatres to ask them how they would be willing to support this – donate use of room, for example.
- Approach Local Authorities to ask them how they would be willing to support this
- In tandem with this, continue to be the human Support Centre through eg the website "Sanctuary" idea; through ongoing contact & events; through establishment of a helpline

DRAMA STUDENTS/TRAINING

MENTAL HEALTH & STRESS IN THE ENTERTAINMENT INDUSTRY TRAINING

For drama students

For example :

- freelance survival strategies (practical and emotional)
- business training
- union activities & benefits (eg info on wages; conditions; campaigns; financial aid from Equity Trusts)
- limits of dedication – when is it abuse (eg being asked to take clothes off in auditions)
- help agencies – eg BAPAM (British Association for Performing Arts Medicine (help and advice for those in the performing arts)
- assertiveness training
- the parent/carer as actor
- the disabled actor
- stress & the industry

IDEAS FOR THE FUTURE

- Find out what is already happening in terms of this type of training
- Meet with relevant association for drama schools in Scotland
- Work together to draw up a sample module on the above
- Training Day for Lecturers/Students/Graduates

BRITISH ACTORS NETWORK

BAN is an internet community of professional actors or those aspiring to turn professional in the British Acting arena.

ACTION TO DATE

- Helen Raw, East of Scotland Branch, has been keeping them posted regarding the E of Sc work on Mental Health.
- Links below are for the general link, followed by the link for some of the discussions that have arisen on the theme of Mental Health.

<https://www.facebook.com/groups/BritishActors.Net/>

<https://www.facebook.com/groups/BritishActors.Net/search/?query=mental%20health>

IDEAS FOR THE FUTURE

Possible outlet for any future research/ questionnaire/source of issues, ideas, mutual support

12.

EQUITY SCOTTISH OFFICE & COMMITTEE

Equity is the UK Trade Union for professional performers and creative practitioners.
www.equity.org.uk

ACTION TO DATE

- Ongoing contact with and support from the Scottish Secretary
- Tabling his idea for a “Sanctuary” type event at the Fringe
- Agreement to speak at Scottish AGM 2014 to widen awareness of the East of Scotland Mental Health initiative
- Circulation of Report of the work to the Scottish Secretary & Committee
- On invitation, submitted idea for a Health and Wellbeing Officer in the form of a proposed Scottish AGM motion to the Annual Representative Council

IDEAS FOR THE FUTURE

- Work in tandem with the Scottish Committee, liaising on action appropriate to local and national work, as well as joint work
 - Continue to share information and ideas
-

LONDON OFFICE, EQUITY

ACTION TO DATE

- Informed of our work
- WEB – Enquiry on the setting up of a “Sanctuary” type section on the Equity website where members could go for help
- East of Scotland Request for an Article/Feature in Magazine on our work. Great if other branches could be encouraged to do the same and offer help locally
- Passed on ideas for meeting with Stage/Spotlight (see below)

IDEAS FOR THE FUTURE

- WEB Sanctuary idea
- Article in Equity Magazine
- FOR STAGE meeting, THE FOLLOWING SUGGESTIONS WERE MADE
- A Special Edition or Feature on Mental Health/Stress to coincide with M. H. week
- A series of interviews on the issue(eg a year focus starting during MH week)
- A regular advice column - not quite Agony Aunt/not quite Money Matters but.....
- Publish our findings in Stage
- A survey/questionnaire asking Stage readers what they need

N.B. (Some of the above might be relevant for the Equity Magazine)

THIS SECTION : GUIDE TO ACTION

QUESTIONNAIRE

Page 15.

How do you think being in this profession adversely affects your well –being?

A list of questions originally sent out on behalf of the Mental Health Working Party in June 2013 for completion by the East of Scotland Committee.

The very moving and honest answers helped guide the work. Open to others to complete for own reference and for action.

FINDINGS OF THE AUGUST 2013 CONSULTATION EVENT “STRESS IN THE ENTERTAINMENT INDUSTRY”

Pages 16-18

LISTS the RESPONSES OF PARTICIPANTS TO THE QUESTIONS:

What Causes You Stress?

How does this Impact on You?

How do you Cope?

What do you need for the future?

This has guided work to date, and is open for others to analyse and be inspired into action by the responses of these “ ordinary” Equity members & future members.

PROGRAMME for STRESS IN THE ENTERTAINMENT INDUSTRY EVENT during Edinburgh International Festival at Fringe Central

Pages 19-20

Included to give insight into the background for much of the work, and offered as a model for others to build on. The main aim was a focussed structure in a supportive, encouraging atmosphere, where each person present had a voice. Key to this was an opportunity for people to go into pairs & speak and be listened to. Organise your own event.

QUESTIONNAIRE

HOW DO YOU THINK BEING IN THIS PROFESSION ADVERSELY AFFECTS WELL - BEING?

Is it being poor?

Is it the uncertainty?

Frequent knockbacks?

Unemployment /Over-employment in other work to make ends meet?

Isolation?

How we are treated by employers/prospective employers?

Being ignored? (Don't call us – we'll call you and then they don't)

How we are treated by critics?

Lack of fulfilment?

Family/friends outside the profession not getting it?

Assumptions that if you are not 'famous' you are a failure?

Any other?

Questionnaire compiled by Morna Burdon, June 2013.
Convenor , Mental Health Working Party, Equity East of Scotland General Branch
Feel free to redistribute with due acknowledgement.

STRESS IN THE ENTERTAINMENT INDUSTRY AUGUST 12 2013
FRINGE CENTRAL

Organised by East of Scotland General Branch, Equity

FEEDBACK from WORKSHOPS

QUESTION: WHAT ARE THE ISSUES YOU DEAL WITH THAT LEAD TO STRESS?

ANSWERS :

- Finance
- Not using my art (other temporary work)
- Feeling bad about not working / type of work doing
- Having to prove / explain yourself to others
- Family versus Work
- Lack of professional treatment
- Bad treatment – seen as expendable
- Last-minuteness of being informed about work/outcomes of auditions
- Being kept hanging on
- Inconsistency (occasionally/sometimes treated well)
- Inability to plan ahead
- Lack of feedback from agents/casting directors etc. - means you can't adapt/improve according to their comments
- Success of others
- X-Factor syndrome(it can seem easy to find success/fame but it only happens this way for a small percentage)
- 'Contagious' stress
- No 'safe' community (personal) to talk about issues/feelings
- Time-management
- Self-accountability – no-one else there
- Lack of stability /lack of continuity
- Shift patterns / infrequency of work
- Poor advice and guidance (from Equity)
- Embarrassment at lack of training / where trained
- Disadvantaged by having children
- Gender / race inequality
- Society's values (lack of recognition)
- How viewed by 'normal' employers

QUESTION: HOW DOES THIS IMPACT ON YOU?

ANSWERS :

- Anger
- Frustration
- Anxiety
- Depression
- Lack of sleep
- Lack of self-esteem
- Negative self-image
- Self-sabotage
- Post Traumatic Stress Disorder
- After-effects of negative actions (feel low, get drunk, get involved in situations by choice or through lack of control that then create regrets/ physical trauma or self - harm and therefore more stress to deal with)
- Standard of living / financial strain
- Psycho-somatic issues
- Difficulty being in the moment and trying to do the job – can't concentrate
- Losing love of what was a passion

QUESTION : HOW DO YOU COPE? (Who – or what – do you turn to?)

ANSWERS :

- Substance abuse
- Moaning sessions
- Become narrow – too focussed
- Physical punishment – self harm
- Ostrich syndrome
- “ Situation Not Wanted “ ie You create / do something you don't really want to do, to try to improve the situation and find that nothing's actually better
- Become pro-active - look for work/continue training
- Write email to self to get rid of frustrations or full of positive statements
- Take part in other activities/outside of this profession
- Recognise what the issues are
- Meet and talk with others in same situation - avoid isolation
- Having someone to open up to – work through issues
- Sharing problems – Equity / groups / workshops
- Building relationships – continuity matters
- Support group - having supportive people around to make you feel valued
- Being comfortable with yourself
- Love
- Using our strengths and skills – recognising them
- Finding a way to deal with questions about your career (are you on TV? etc)
- Physical activity
- Releasing physical / vocal/mental tension
- Psychological education / CBT (Cognitive Behavioural Therapy)

- Transformational breathing

17.

QUESTION : WHAT WOULD HELP ?

ANSWERS :

- Support centres in all major cities
- Remove 'officialdom' aspect of Equity
- Remove 'not working' stigma (ie not currently earning through industry work)
- Members well-being tab on website
- Communication of what help is available
- Psychological education / tools for performers
- Video clips of Equity meetings / focus groups
- Equity to be clearing house (BAPAM / HEI / FEU etc)
- Professional practice training (ongoing)
- Keep inviting us – we need interaction to remove isolation
- More forums - Regular similar sessions
- More meetings to talk about issues
- More use of social media
- Equity branch 'drop-in' chats
- Educate theatre/industry employers about how to treat us
- Change last-minute attitude of advertising work/notifying if you do/don't have the job
- Know our rights
- Say no to unpaid exploitative work
- Stop using inappropriate descriptions of people and their jobs in the industry , use the correct words to describe what people's jobs actually are
- a common understanding of what's involved in each others jobs
- Remove 'them/us' attitude between actors and technical teams – we're in the same boat.
- Encourage/ create a list of more actor-friendly temporary employers (eg the RSVP call centre which employs actors and understands their situation)

STRESS IN THE ENTERTAINMENT INDUSTRY CONSULTATION : AUG 2013

EVENT PROGRAMME

VENUE : FRINGE CENTRAL

Organised by East of Scotland Equity Branch & Mental Health Working Party

Our aim is to draw on individual experiences; to share experiences, to work together to start to find solutions and create opportunities to influence change. A supportive consultation process aimed also at making people feel valued. The reason for the format is to give each individual a chance to be heard.

2.30pm

1. Welcome - Chair - including intros of MHWP & East of Scotland Committee - 3 mins
2. Welcome from Fringe Central - 3mins
3. Background to the event including why we are here and what we are doing - Morna Burdon - 5mins
4. Breakout Sessions - Chair describes practicalities (2min) - groups move to rooms(2min) 4 mins

TOTAL 15 MINS

.....

2.45pm

5. Breakout Sessions - Facilitated by Catriona Joss & Lubna Kerr (Recorder : Torya Winters)

a)INTROS – Brief recap of what session for. Participants very briefly introduce self by name, how they identify themselves professionally, why here/what want.
6mins

b) MUTUAL SUPPORT, EXPRESSION & LISTENING

Into 2s – “tell their story” - What factors create stress for you? (guidance/examples)
Listen 2 mins each

4 mins

How does this impact on/affect you?

Listen 2 mins each

4mins

Twos then decide what is okay to feedback to the group

2mins Feedback to group from each pair - 1 min per pair (points being recorded)

(up to) 10 mins

3.15pm

c) WHAT HELPED/COPING MECHANISMS/what personally needed

Same pairs share with each other how they cope / what has helped them individually
2 mins each

4 mins

Feedback to group (points being recorded)

10 mins

19.

3.25pm

d) WHAT WOULD HELP FOLK COPE BETTER/HOW MOVE FORWARD

Based around above feedback (with prompts from leaders if stuck- any ideas welcome!!!)

- Full breakout group-ideas being recorded
10 mins

3.40 pm Finish Workshops

Back to Large Group (Hall) 4 mins

3.45pm

6. REPORT BACK SESSION

Welcome Back - Chair

2 mins

Report Back - Facilitator

Each Group Reports Back

Facilitator/ Recorder/Group Member Reports Back for each group –

(IF flipchart, that goes up for each group at the start of overall session)

Reporting back from Workshop Findings above with emphasis on “What would Help?”

7/8 mins total per group

25mins

4.10pm

7. COMMENTS/ FURTHER IDEAS / QUESTIONS/ HOW EQUITY MIGHT HELP - Chair

15 mins

4.25pm

8. Sum Up/ Au Revoirs/ Notice that we are around for another 15 mins for individuals to approach who didn't have nerve to speak in plenary/ who has a sudden afterthought/

Reminder to leave details and for those who offer service to leave cards.

5 mins

4.30pm

Disperse

TOTAL - 2 HOURS - 2.30pm - 4.30pm

AVAILABILITY FOR 15 MINS AFTER THIS 4.30-4.45

DEBRIEF FOR US - 4.45/5pm - 5.30pm

NB : There will be a recorder/support person for each group (one of the committee)

On arrival participants will be asked to complete –

EMAIL ADDRESSES, GEOGRAPHICAL LOCATION, EQUITY MEMBER or NOT,

PERMISSION TO : KEEP DETAILS, BE EMAILED ON THIS IN FUTURE, CIRCULATE

EMAIL ADDRESSES & LOCATION TO OTHERS PRESENT (Robert Moore and Yvonne Rose-Moore to staff the desk)

Equity Membership Forms Available