



Annual Representative Conference 2019

Final Agenda

**18 to 20 May
Europa Hotel, Belfast**

Timetable of Conference business

SATURDAY 18 MAY	2.15pm	Doors open and registration begins
	3.00pm	Chair formally opens Conference Report from Standing Orders Committee Obituaries
	3.30pm	President's Address
	3.50pm	Appeal on behalf of International Committee for Artists Freedom
	4.00pm	General Secretary's speech introducing 2018 Annual Report
	4.20pm	Motions on Equality, Diversity and Inclusion
	5.10pm	Report from Assistant General Secretary, Communications & Membership Support
	5.20pm	Motions on Communication & Membership Support
	5.55pm	Open Space Introduction
	6.00pm	Conference adjourns
	7.00pm	Submissions for Open Space sessions accepted
SUNDAY 19 MAY	9.00am	Chair formally re-convenes Conference
	9.10am	Report from Deputy for the General Secretary, Industrial & Organising
	9.20am	Motions on Recorded Media
	10.10am	Honorary Treasurer's submission of 2018 Statement of Accounts and formal Motion to adopt the 2018 Accounts
	10.30am	Motions on Internal Union Business
	12.50pm	Lunch
	1.10pm	Open Space sessions (45 minutes)
	2.00pm	Guest Speaker: Pádraig Murphy
	2.30pm	Motions on Internal Union Business (continued)
	4.30pm	Motions on Policy
6.00pm	Conference adjourns	
MONDAY 20 MAY	9.00am	Chair formally re-convenes Conference
	9.10am	Motions on Policy (continued)
	10.10am	Report from Deputy for the General Secretary, Industrial & Organising
	10.20am	Motions on Variety, Circus and Entertainers
	11.20am	Motions on Live Performance
	1.55pm	Formal Motion to adopt the 2018 Annual Report
	2.00pm	Conference closes

STANDING ORDERS COMMITTEE – Representatives with questions on this agenda or Conference procedure can visit the Standing Orders Committee (SOC) room at any time during the Conference. The Standing Orders Committee will be in formal session and available for advice at the following times – Saturday: 2.15pm to 2.30pm and 6.00pm to 6.15pm; Sunday: 12.50pm to 1.05pm and 6.00pm to 6.15pm; Monday: 2.15pm to 2.30pm. The Chair of the SOC is Adam Burns and the Secretary is Stephen Spence.

FRINGE EVENTS

#Equity4Women Launch

The Equity Women's Committee is excited to be launching its #Equity4Women campaign at the ARC. We recognise that women face particular challenges in our industry, and #Equity4Women aims to build a network of support and information-sharing between female members across the regions and nations. We are also launching the #Equity4Women Toolkit, which gives female members quick and streamlined access to the information most valuable to them — from sexual harassment reporting, to childcare resources, to guidelines around nudity and best casting practices. We hope that women attending the ARC from across the Union will join us for a quick introduction to the toolkit, and a discussion to let us know which issues are priorities for our members across the UK. Sunday evening at close of conference, Dublin Room

NB: All motions submitted for inclusion in the Final Agenda have been vetted and (where required) amended by the Standing Orders Committee for punctuation, grammar and style in accordance with SOC protocols. For example, "This Branch through the ARC urges" becomes "This ARC urges".

Issues relating to whether a motion is in or out of order were considered by the March SOC and Council meetings, following discussion with the union body submitting the motion. The Council determines all order issues up to and during the ARC.

EQUALITY, DIVERSITY AND INCLUSION

MOTION 1: Deaf and Disabled Members Committee

Equity's Deaf and Disabled Members Committee (DDMC) welcomes the continued growth in our union's membership, including those who are D/deaf or Disabled, notably assisted by the #MyCardMyUnion campaign.

However, this contrasts with the slow change for D/deaf or Disabled workers across the entertainment industry in regard to opportunities to be cast to portray any role, including those of a D/deaf or Disabled character.

As a result, it is critically important that existing and future members, not least those who are D/deaf or Disabled, can engage with and support Equity activity, which seeks to improve the sector as an employer of D/deaf or Disabled workers.

This requires a significant review of the ways in which Equity communicates with its current and future members, in order to ensure effective and accessible methods are being used.

As a result, this ARC calls upon the Council to approve a programme of work in liaison with the DDMC that seeks to:

1. undertake an audit of current methods of communications from Equity (e.g. website, magazine, campaigns etc.);
2. survey a representative sample of D/deaf or Disabled members to gauge extent of awareness and availability of current methods, and determine areas for improvement as it relates to accessibility;
3. prepare a report of this audit and a strategy to devise and implement any improvements that may arise from this audit and survey;
4. implement any necessary action that may arise prior to the 2020 ARC.

MOTION 2: Minority Ethnic Members Committee

This ARC acknowledges the continuing failure across the entertainment industry to monitor the freelance workforce as part of a concerted strategy to improve upon proportionate and authentic portrayal. Black and Minority Ethnic (BAME) performers are particularly subjected to this lack of opportunities.

This situation is not new and concern has been voiced for the last four decades. Therefore, we call on the Council to initiate urgent discussions (in the form of emergency forums with TV programmers, commissioners and casting departments) to tackle this blatant structural discrimination that blocks genuine career progression and erases vast swathes of talent from our most influential medium.

AMENDMENT: The Council

In lines 6 to 7, delete the brackets and words "in the form of emergency forums".

MOTION 3: Lesbian, Gay, Bisexual and Transgender + (LGBT+) Committee

This ARC welcomes the positive contribution of the work of Equity's LGBT+ Committee in addressing those issues which affect the working lives of LGBT+ members. There remains however, a considerable amount of work to undertake in ensuring fair and equal representation of LGBT+ workers across the entertainment industry, and in organising in LGBT+ spaces to strengthen Equity's presence.

Accordingly, this ARC calls upon the Council to conduct an audit of LGBT+ theatre companies / venues / production companies for a targeted engagement to start with them, mainly around getting them onto Equity agreements. A feature of this is to contact Pride organising committees across the UK to ensure that, where applicable, the relevant Equity/union rate is being paid. This audit will also be in relation to Arts Councils' funding to determine whether sufficient support is given to support the LGBT+ "voice", which will facilitate these companies and venues ability to engage our members on Equity agreements.

MOTION 4: Women's Committee

This ARC applauds Equity's Safe Spaces campaign and the proactive work of the Agenda for Change and Manifesto for Casting.

With the work being done to ensure safe workplaces, we recognise that auditions and interviews — where one is not yet employed and therefore the duty of care becomes vague — can be one of the most vulnerable and exploited aspects of our members' working lives.

Although the mental and physical safety of members ought to be protected in line with UK health and safety law, many members — especially women and under-represented groups — suffer belittling, discriminatory and physically harmful treatment as part of the audition/interviewing process. This includes everything from objectifying casting breakdowns, to requests to improvise fights and sex scenes, to unsafe or inaccessible casting facilities, to inappropriate personal questions and feedback during the interview itself.

We realise that many members don't come forward about inappropriate treatment because they are unclear or insecure about their rights at this pre-employment stage. Therefore, to strengthen Equity's current approach, we ask that Council, in consultation with the Women's Committee:

1. conduct an inquiry into members' experiences at auditions/interviews to better understand the scope of the problem and how to address it;
2. use this information, alongside our existing resources, to develop clear, focused advice for members around castings, and make this easily accessible;
3. campaign to make members aware of their rights during interviews;
4. make reporting straightforward and non-threatening by providing a designated auditions helpline and/or web form which members can easily use.

AMENDMENT: West & South West London General Branch

Delete full stop at the end of point 4 and insert semi-colon.

To add a new point:

5. ensure that the Manifesto for Casting and other relevant materials are sent out again to all high-profile casting venues for display.

COMMUNICATIONS AND MEMBERSHIP SUPPORT

MOTION 5: South and South East London General Branch

This ARC notes that, although Equity has a growing membership, the profile of the Union within and outside the profession could be more visible.

The Screen Actors Guild (SAG) Awards is a high profile event on the show business calendar internationally. In the UK we currently only have the British Academy of Film and Television Arts Awards (BAFTAS), the British Academy Television awards and the National Television Awards. A new yearly event would have the dual outcome of raising the profile of the Union and increasing take-up of membership.

This ARC calls upon the Council to:

1. explore the possibility of an Equity Awards event, where all awards are voted on by the membership, to be run annually in partnership with appropriate funding sponsors;
2. establish a committee of interested members to run the event and explore funding streams.

MOTION 6: Variety, Circus and Entertainers Committee

Since a large number of currently working variety acts are not unionised and are unaware that Equity is a union for entertainers as well as actors and related theatre, television and creative workers, this ARC asks the Council to initiate a sustained campaign to unionise members of the variety profession.

MOTION 7: Singers Committee

Despite the union's best efforts, the Singers Committee has identified a problem. Many singers do not realise that as singers they should join Equity rather than the Musicians Union. Wrongly they still look on Equity as purely an "actors' union". The committee is aware that this misconception also applies to other groups within the union.

This ARC therefore asks the Council to redouble the efforts to publicise this to singers within the profession by using all available means of communication at its disposal.

RECORDED MEDIA

MOTION 8: Screen and New Media Committee

Television is experiencing a golden age — and we demand a fair dividend for our members. Working actors have traditionally relied on the gradual build-up of residual entitlements (in other words, repeat fees) in order to sustain their careers over the long term. But those days will soon be gone forever. The overwhelming success of streaming services like Netflix and Amazon Prime means that business models have changed across the board. Platforms increasingly want to buy out long rights windows of ten years or more, so as to build up a competitive library of content. The commercial value of on-demand rights is no longer simply correlative to the number of people who watch a given programme. So our members are losing out.

We demand action. Producers, studios and broadcasters must engage with Equity to remodel the collective agreements across all recorded media so as to ensure that performers enjoy a fair dividend from the success of the platforms they are supporting.

Therefore this ARC asks the Council to fund a campaign with two objectives:

1. Raising awareness of this tipping point among the wider membership and galvanising activism;
2. Publicly and vociferously applying pressure to industry stakeholders to recognise their responsibility to the long-term sustainability of the talent pool.

MOTION 9: London Area Annual General Meeting

The current Equity/PACT (Producers Alliance for Cinema and Television) Cinema Films Agreement sets out Equity's payment terms for film actors. The current Equity definition of a Low Budget Film is one with a budget below £3 million; commensurately a Very Low Budget Film is one with a budget below £1 million. We consider that these definitions are outdated and inadequate.

Most low budget filmmakers do not have anywhere near £1 million in their budget.

Fees are very low, with many actors being offered a percentage of sales in lieu of an upfront rate.

Sets are rigged up hastily and often do not meet health and safety standards. Dangerous fight sequences can be thrown together on the day with little rehearsal and many production companies do not pay for proper insurance.

With fringe theatre, our union understood the need for a separate agreement which meets the more modest budgets of theatre companies which cannot afford to pay standard Equity rates. There is no equivalent agreement in place for low budget films.

This ARC urges the Council to create a Low Budget Film Agreement, similar to the Fringe Theatre Agreement, specifically for films made on a budget of less than £250,000. This agreement would take into consideration actors' fees, health and safety standards, insurance, and adequate rehearsal time.

A list of low budget film companies could be compiled (using platforms like Screen Daily) and the Council could engage with these filmmakers and educate them as to the benefits of using Equity contracts.

AMENDMENT: Greater Manchester and Region General Branch

In paragraph 5 line 2, after "less than £250,000" insert ", ideally in a series of realistic bands such as £10k-50k, £50k-150k, £150k-250k".

In paragraph 6 line 2, delete "the Council" and insert "then Equity".

MOTION 10: Cardiff and South Wales General Branch

This ARC is concerned at the unsatisfactory rates and conditions currently offered to members in respect of Walk-on and similar engagements, and notes with regret that some work which should be cast as acting roles is increasingly being handled through SA (Supporting Artists) agencies - at rates and conditions often poorer than those negotiated by another Union.

It therefore calls on Council to work co-operatively and constructively with the Broadcasting, Entertainment, Communications and Theatre Union (BECTU) and through the Federation of Entertainment Unions (FEU) to ensure that negotiations take place for a single set of satisfactory minimum rates and acceptable conditions, including that:

1. all members undertaking these roles will receive payments within agreed timescales, at or above the relevant National Minimum Wage (such currently not being the case) with due allowance for the time and expense of travelling, where this is required;
2. a Memorandum of Understanding (MoU) be drafted to identify and exclude the present abuses of the agency relationship, including but not limited to false bookings intended to be cancelled at the last minute, and bookings made on behalf of unnamed production houses for whom no credit check has been carried out;
3. a list be jointly agreed and published, of those agencies which have subscribed to that Memorandum of Understanding and agreed to follow a procedure for the handling of disputes arising out of that MoU, if that should occur.

MOTION 11: Audio Committee

This ARC would like to draw the attention of the Council to the crisis state of drama on BBC Radio. To this end, this ARC urges the Council to make contact with The Writers' Guild of Great Britain, the Broadcasting, Entertainment, Communications and Theatre Union (BECTU) and any other organisations (for whom the lives of whose members would be adversely affected by any further decline in spoken word programming) and mount an all-out campaign. The first aim of such a campaign would be to secure adequate funding for this vital section of the BBC.

AMENDMENT: Sheffield General Branch

Add to the end of the motion a second paragraph:

“This ARC also urges the Council to seek to investigate the UK audiobook industry and establish individual Equity contracts with audiobook publishers in the UK.”

INTERNAL UNION BUSINESS

MOTION 12: The Council

It is never easy to forecast inflation. This year it is particularly challenging because we do not yet know the full impact that leaving the EU will have on the UK economy. The Office for Budget Responsibility has estimated that the Retail Price Index (RPI) will hover around 3% during 2019. This ARC therefore agrees that, with effect from 1 January 2020, subscription rates will increase by 3.03% rounded to the nearest whole pound. The minimum subscription rate of £132 will rise to £136. There will continue to be a discount for those paying by Direct Debit. There will be a consequential rise in the Entrance Fee from £32 to £33.

MOTION 13: The Council

This ARC urges the Council to put to a referendum of the membership the following rule change:
Rule 3 Objects, Powers and Duties

In 3.1.1 delete: "As a non-party political and non-sectarian Union:", and insert: "As a trade union that is independent of any political party or religious faith:".

In 3.2.16, lines 7 and 9, delete: "sect", and insert: "religious faith".

MOTION 14: Bristol and West General Branch

This ARC applauds all those who served and who are currently serving on the Council as President, Vice-President or Councillor for their dedication, commitment and service to the Union. However, we believe that the Union needs to move to a more democratic structure of representation and therefore we call for a maximum term of office to be limited to two consecutive terms on the Council for those serving as a General List Councillor or as President or Vice-President.

We believe this will enhance engagement of the membership with the Union, to bring freshness of ideas and experiences and to encourage more members to step forward who may not have been inclined to do so before – especially in seats held for a long time by a member standing for re-election on consecutive occasions.

Therefore, this ARC urges the Council to put to referendum of the membership the following rule changes.

After Rule 15.2, insert a new rule 15.2.1: "Retiring members of the Council who have been serving as a General List Councillor shall be eligible for re-election for one further consecutive term maximum and may stand for future Council election as a General List Councillor having stood down for at least one term."

In Rule 18.8, after "A retiring President shall (if otherwise qualified) be eligible for re-election", add "for one further consecutive term maximum".

In Rule 19.1, after "The Vice-Presidents...shall be elected every two years by and from the members of the Council and shall remain in office until re-elected", add "for one further consecutive term maximum".

AMENDMENT: Dance Committee

In line 4, delete "limited to two consecutive" and insert "limited to four consecutive".

In lines 13-15, delete "Retiring members of the Council who have been serving as a General List Councillor shall be eligible for re-election for one further consecutive term maximum" and insert "General List Councillors shall serve no more than four consecutive terms".

In line 18, delete "for one further consecutive term maximum" and insert "for a maximum of four consecutive terms".

In lines 20-21, delete "for one further consecutive term maximum" and insert "The Vice-Presidents shall (if otherwise qualified) be eligible for re-election as a Vice-President for a maximum of four consecutive terms".

MOTION 15: The Council

This ARC urges the Council to put to a referendum of the membership the following rule change:
Rule 15 Election of the Council

In 15.4.2 at the end after: "during the three years prior to the closing date for nominations", insert: "and earned in that field not less than a specified total sum for that period to be determined from time to time by the Council".

In 15.4.3 and 15.4.4 delete "within a field of work" and replace with "within one or more fields of work" and at the end of each sub-clause after: "during the three years prior to the closing date for nominations", insert: "and earned not less than a specified total sum for that period to be determined from time to time by the Council".

In 15.6, lines 5 to 6, after: "that they have worked in a professional capacity", insert: "and earned not less than a specified total sum".

The following additional change to Rule 15 is for accuracy:

In 15.8, lines 6 to 7, delete: "their proposers and seconders", and insert: "and their nominator(s)", in accordance with Rules 14.1 and 15.2.

MOTION 16: The Council

At the 2018 ARC, Motion 41 from the Women's Committee asked the Council to form a Working Party to consider, after consultation with the membership, a new and comprehensive complaints structure, currently contained within Rule 28 and that a Rule change motion be prepared and presented for approval at the 2019 ARC.

This ARC therefore agrees to the following rule change which if carried by a two-thirds majority at this conference will come into effect at the conclusion of the Council meeting following this ARC:

Rule 28 Disciplinary procedures

Delete the whole of Rule 28, and insert new Rule as follows:

"28 Complaints and Disciplinary Procedures

Complaints Procedure

28.1 The Union, through its Council, shall establish a procedure for consideration of complaints by members relating to the services provided by the Union.

28.2 The procedure, which the Council shall make, amend, or revoke from time to time shall be made available to any member.

Disciplinary Procedure

Allegations

28.3 A member or Officer of the Union (or the personal representative of a deceased member or Officer) who considers that another member or any Officer, Council member or Trustee has committed one or more of the offences in Rule 28.5 can ask the Union to investigate the allegation by submitting a written notice marked "Disciplinary Complaint" to the General Secretary.

28.4 If the Disciplinary Complaint is against the General Secretary, the notice shall be sent to the President. The General Secretary or the President shall acknowledge receipt of the notice within 14 days of its receipt.

28.5 The offences are:

28.5.1 Acted in a manner prejudicial to the interests of the Union;

28.5.2 Committed a breach of these Rules;

28.5.3 Failed to obey a lawful instruction of the Union; and

28.5.4 Neglected his or her duties to the Union.

Investigation

28.6 The General Secretary (or, in the case of a Disciplinary Complaint by or against the General Secretary, the President) shall decide who is the most appropriate person to act as an investigating officer and carry out preliminary enquiries into the allegation.

28.7 If preliminary enquiries by the investigating officer lead them to conclude that the allegation is trivial, vexatious, lacking in evidence, does not fall within the offences in Rule 28.5, or is

not sufficiently particularised despite the complainant being given the opportunity to clearly particularise the Disciplinary Complaint, it shall be dismissed on the grounds that there is no case to answer.

- 28.8 If preliminary enquiries reveal a case to answer, the allegation/s shall be forwarded to the Disciplinary Committee which shall proceed as provided for under the procedure referred to in Rule 28.11.
- 28.9 A complainant dissatisfied by a dismissal in accordance with Rule 28.7 can request a review of the decision by the General Secretary, except in a Disciplinary Complaint by or against the General Secretary where a review shall be carried out by the President. The review decision shall be final.

Disciplinary Committee

- 28.10 A Disciplinary Committee shall consist of seven members of the Council and shall be elected every two years by a ballot of the whole of the Council. The ballot shall take place immediately after the election of the Vice-Presidents and Honorary Treasurer under Rule 19.
- 28.11 The Disciplinary Committee shall conduct its work according to the terms of this Rule and such procedure which the Council shall make, amend, or revoke from time to time. This procedure shall be made available to any member.
- 28.12 In the event that a Disciplinary Committee is considering matters referred to it at the end of the term of office of the Council, it shall continue to do so until it reports to the Council. Members of such continuing Disciplinary Committee re-elected to the Council shall be entitled to stand for the Disciplinary Committee elected by the following Council.

Report to Council

- 28.13 The Disciplinary Committee shall produce a report for the Council which shall state whether or not it upholds the Disciplinary Complaint and, if so, whether or not it recommends one or more of the penalties in Rule 28.18. The report shall outline the range of penalties considered and the reasons why it believes the recommended penalty is fair and appropriate.
- 28.14 Any person who is the subject of a disciplinary allegation or the complainant shall not be present when the Council considers the report of the Disciplinary Committee and shall take no part in the Council's decision on any penalty.

Penalty Decisions

- 28.15 The Council may not vary the decision of the Disciplinary Committee as to whether or not to uphold the allegation/s. The Council's role is to determine what, if any, penalty is appropriate. In doing so it will consider the penalty recommendation of the Disciplinary Committee but it is not bound by that recommendation.
- 28.16 Notice of such a determination must be sent to every member of Council at least seven days before the date of the Council meeting.
- 28.17 Any penalty decision requires that at least 50% of the members of Council are present when the decision is taken.
- 28.18 By a vote in favour by more than 50% of those Councillors present, voting in descending order of severity, the Council may impose in relation to each allegation any of the following penalties:
- 28.18.1 expel from membership of the Union, in which case all that person's dues, levies, subscriptions etc paid to that date shall be forfeited;
 - 28.18.2 suspend membership of the Union for such period as the Council thinks fit;
 - 28.18.3 remove, suspend or disqualify the person from all or any specified Office(s) for such period as the Council thinks fit (which term here includes, but without limitation, membership of the Council or of any committee of the Union or Trusteeship of the Union);
 - 28.18.4 suspend all or any benefits or privileges of membership of the Union for such period as the Council thinks fit;
 - 28.18.5 impose a fine not exceeding the amount of two years' subscriptions to the Union at the rate then prevailing for that member;

- 28.18.6 issue a formal reprimand;
- 28.18.7 any combination of the above.

Suspension

28.19 The Disciplinary Committee may at any stage, from when an allegation is first referred to it, if it considers that the interests of the Union so require, by a vote of at least two-thirds of all its members suspend the person complained against from Office until the conclusion of the proceedings, but in the case of paid Office, on full pay.

Appeals

- 28.20 Where an allegation is upheld by the Disciplinary Committee, the person complained against may appeal to the Appeals Committee (elected in accordance with Rule 26) against the decision of the Disciplinary Committee and/or any penalty imposed by the Council
- 28.21 The appeal shall be in writing addressed to the General Secretary (or, in a case where the matter concerns an allegation by or against the General Secretary, the President). It must be received by the General Secretary (or, as the case may be, the President) at the Union's office not later than the 28th day after the date of the Council's decision on any penalty.
- 28.22 The Appeals Committee shall consider the appeal as soon as practicable.
- 28.23 The Appeals Committee shall determine and regulate its own procedure. The Appeals Committee may in its absolute discretion confine its consideration to the Disciplinary Committee's report, the record of the decision of the Council on penalty and the submissions, if any, of the appellant or the appellant's companion at any Appeals Committee hearing. It shall not be obliged also to receive evidence or new evidence but may in its absolute discretion decide to do so.
- 28.24 The Appeals Committee may uphold or overturn the outcome decision of the Disciplinary Committee. It can also uphold any penalty which was imposed by the Council, substitute a lesser penalty or determine that no penalty shall be applied. If the Appeals Committee overturns the penalty decision of the Council, the decision of the Appeals Committee shall be given effect from the date when the Council decision originally took effect, or such later date as the Appeals Committee may determine.
- 28.25 The decisions of the Appeals Committee shall be final and binding and shall be reported by it to the Council as soon as practicable. There shall be no further recourse within the Union."

This ARC further agrees to the following consequential rule change to Rule 27, which will require approval by a subsequent referendum of the membership as this is a "protected" rule listed in Rule 46.3:

Rule 27 Duties of Appeals Committee

Delete the whole of 27.2, and insert: "27.2 In accordance with Rule 28, the Appeals Committee shall hear appeals raised under Rule 28.20 against any decision of the Disciplinary Committee as to whether or not to uphold an allegation and/or against any penalty decision imposed by the Council. The process for such appeals shall be in accordance with Rule 28.23."

FIRST AMENDMENT: Bristol and West General Branch

After Rule 28.8, insert the following new clause 28.9 and then re-number remaining clauses:

28.9 The investigation should at all times be conducted in a manner that ensures that all parties (the individual/s against whom the complaint/s are made, and the complainant/s) are fully supported during the disciplinary procedure - starting from the date that Equity is informed of the allegation/s. This support should include, but not be limited to, regular updates on the progress of the procedure and a "duty of care" shown towards the member or Officer of the Union.

SECOND AMENDMENT: Manchester and District Variety Branch

Disciplinary Committee 28.10

In line 1, after “shall consist of” delete “seven members of the Council” and insert “four members in full benefit and three Councillors”.

In line 2, after “elected every two years” delete “by a ballot of the whole Council” and insert “by the membership in the same way as the Standing Orders and Appeals Committees”.

In line 2, delete “The ballot shall take place immediately after the election of the Vice-Presidents and Honorary Treasurer under Rule 19.”.

MOTION 17: Welsh National Committee

This Annual Representative Conference urges the Council to put to a referendum of the membership the following rule change, which (if approved) will benefit members’ interests wherever they may exist in the professional employment of their craft, when practised outside of areas that are currently delineated under Rule 3 – Objects, Powers and Duties.

In Rule 3.1.1.1, delete “and similar forms of entertainment;” and insert “, modelling, digital and electronic performance, and similar forms of entertainment, and other sectors that employ members in a professional capacity;”.

MOTION 18: Stage Management Committee Motion / Young Members Committee Motion / Devon and Cornwall General Branch Amendment (composite motion)

The Annual Representative Conference (ARC) has come a long way since leaving its past incarnation as an AGM behind. However, Conference has existed in its current format for more than two decades. After 24 years of running the ARC in the same format, we believe it is time for a review of its form, function, efficacy and objectives. This ARC urges the Council to establish a working party consisting of branch, committee and Council members to fully review if the current format of the ARC is fit for a modern-day union and to determine if it is the best and most appropriate democratic vehicle for the modern, vibrant trade union Equity should seek to be. Members should be actively involved with this review - including young members.

The working party should examine (but not limit itself to) the following areas:

1. Should there be a reduction in the number of motions at the ARC - enabling more time for discussion?
2. The creation of guidance for branches and committees on what type of motions could be submitted to the ARC and what motions should be submitted to monthly Council meetings – thus freeing up ARC time for more debate.
3. The involvement of branches and committees (along with Equity staff) implementing motions carried.
4. How members are informed of the ongoing status (or progress) and final implementation of motions in order to avoid similar ideas and initiatives being raised repeatedly.
5. What other activities/workshops might be appropriate to occur at the ARC (e.g. member training or fringe events) that encourage greater collaboration and communication, including that with branches and committees.
6. How can we minimise jargon and bureaucracy to make the event more appealing and accessible to younger/newer members?
7. To look at the yearly expenditure, the logistics of location, organisation and the work load of the Equity staff to assess whether the ARC would better serve our members by being a biennial conference with intervening sector-specific conferences
8. To assess the benefits of having a biennial conference for branches and specialist committees when planning their meetings throughout the year.

Motions 19 and 20 will be debated together but voted on separately.

MOTION 19: Birmingham Variety Branch

Equity's diligence regarding our personal data security is welcomed. However, this Annual Representative Conference believes it is time to acknowledge the necessity for branch officer/s to hold an up-to-date members register - necessary for branch decision making and management, especially campaigning.

We recognise that the Information Commissioner's Office (ICO) "lawful bases" require the processing and possession of certain "necessary" personal data be for a specific purpose. Therefore, the Council is strongly urged to examine further the General Data Protection Regulation (GDPR) "lawful basis for processing" criteria (as defined by the ICO) for the purposes of re-establishing branch registers for branch officers, especially the six lawful bases, and consider creating an opt-in statement - for members - addressing this "necessity" for branch communication in accordance with the GDPR.

It is "necessary" for communication when a branch determines if it will nominate or support candidates in committee and Council elections, for eligibility in the proposition and voting on motions - as well as for the ability to identify in-benefit members at meetings to determine quoracy and the person's right to attend.

MOTION 20: Greater Manchester and Region General Branch

This Annual Representative Conference believes that Equity's policy on the General Data Protection Regulation (GDPR) is far too restrictive on the activities of branches in campaigning, arranging workshops for specific groups of members, and information gathering, along with many other such needs. Therefore, this ARC asks that the Council gives serious thought to this matter; most particularly by reconsidering its response to the criteria set by the Information Commissioner's Office providing a "lawful basis for processing". The result is that Equity is approaching the issue in a far more restrictive manner than other comparable organisations. In doing the above, there should also be a consultation with all branches to confirm that the current policy is too restrictive and will work against the best interests of the union and its members.

MOTION 21: West End Deputies' Committee

This ARC believes that Equity's successes are built on our industrial strength.

West End theatre casts have average membership of over 70%, in line with commercial theatre nationally, and in the subsidised sector we are closer to 80%.

As a result, the backdrop to theatre agreement negotiations is that the managers know that there is no show without Equity's members.

But we want to do better – constantly striving to recruit and retain members, we aim to get those figures up. Recruitment and retention at this level requires constant work by members, deputies and staff.

Since the introduction of the General Data Protection Regulation (GDPR), we have lost a valuable tool in this battle, as the advice from Guild House has been that we can no longer send online joining codes to deputies for convenient email circulation. We have already seen recruitment dropping since this change.

While we recognise the importance of protecting the union by ensuring we comply with the law, we believe a closer look at this issue would be money well spent. We call on the Council to commission expert legal advice - investigating every option for a lawful mechanism for reinstating the circulation of online joining codes to non-members following cast meetings.

AMENDMENT: The Council

In paragraph 5 line 2, delete "we" and insert "Equity".

In paragraph 5 line 3, after "deputies" insert "insecurely".

In paragraph 6 line 3, delete "legal" and insert "technical".

In paragraph 6 line 4, delete "non-members" and insert "deputies".

MOTION 22: Kent General Branch

Negotiations that have been taken up by the Union on behalf of members from a branch motion to the ARC should keep the membership as a whole up-to-date.

This ARC asks that the appropriate officers of the Union, who are involved with any negotiations resulting from ARC motions, shall keep the membership as a whole up-to-date with its progress, or lack of it, on a quarterly basis.

MOTION 23: North and West Yorkshire Variety Branch

This ARC requests the Council to ask First Act Insurance to make it possible for monthly payments (direct debits) to be made for add-on insurances, especially the 24 hour Professional Property cover.

MOTION 24: West of England Variety Branch

At the 2017 ARC, the West of England Variety Branch asked the Council to alter guidelines for attending branch meetings by remote means, allowing those attending remotely to count towards the quorum.

The motion stated that the majority of members should be present in person, protecting the integrity of physical branch meetings, and, with a large geographical area to cover, making those accessing remotely a full part of the meeting - both in terms of counting towards the quorum and voting.

The revised guidelines were approved and implemented but went beyond the remit of the original motion in restricting the number of members permitted to attend remotely to just four and it is this quorum obligation for wider member participation that this motion addresses.

Branches are trying to improve engagement with members but this restriction serves no purpose whatsoever, and so is not encouraging remote attendance as the motion originally intended. Once the limit of four is reached, it is not simply a case of them not being able to vote or count to the quorum, it is that the rules specifically state that they can't access the meeting.

This ARC asks the Council to revise further the guidelines for attending branch meetings remotely, lift the restriction of four people permitted to attend meetings remotely and replace with a clause which, as per the original motion in 2017, directly references being quorate regarding who can attend remotely, whilst maintaining the majority physically present - thus constituting a genuinely quorate meeting.

Motions 25 and 26 will be debated together but voted on separately.

MOTION 25: Welsh Annual General Meeting

Given that Variety Branch members may also be members of a General Branch, this ARC regrets that some members are being disenfranchised; that, by being forced to choose between ongoing membership of either a traditional General Branch or the Online Branch, they have been denied rights afforded to other members.

This ARC urges the Council to investigate how the Union, with particular regard to branch membership, has arrived at a position in which democratic parity is not afforded to all members.

MOTION 26: Essex General Branch

This ARC appreciates the intent behind the Council's attempt in November 2018 to make the Online Branch a safe space for the members that the branch was set up to serve.

However, this ARC asks the Council to reconsider its ruling of "One Person, One Location" that prevents any member of the Online Branch from belonging to a physical branch [General or Variety] and vice versa. The ability to belong to both - but choosing to have voting rights in one or the other - would be a more sensible solution. In other words, "One Vote, One Location".

Equity has invested significantly in the Online Branch and the current inflexible option does not make the most of that investment. The increasing use of social media means that the new generation of members may only consider attending local branch meetings if they can also take part in discussions online.

If Council enables members to participate in both types of branch (while only being able to vote in one branch), it would bring benefits for our union from the grassroots upwards. Local branches would be refreshed for the future by the participation of the new generation (who would, in turn, be able to be involved with national campaigns online).

MOTION 27: East Midlands Variety Branch

Equity puts emphasis on the importance of branches within the democratic structure of the union and what they contribute to shaping the future of the union through motions to the Council and the ARC.

Despite this emphasis, prospective members wishing to join are invited to tick a box to opt-out of being added to a local branch before they have had a chance to understand the role and value of our branch community.

This ARC requests that the Council authorises the removal of the opt-out tick box from the application form and online joining forms, and place it instead in the welcome pack sent out to each new member.

This welcome pack should have comprehensive information about the branches in their geographical area and an invitation from the branch secretary to attend a local meeting. New members can then make a more informed decision whether or not to take up branch membership.

MOTION 28: East of Scotland General Branch

This ARC urges the Council to support our call for increased communication between the Council and branches, when the motion from a branch to the ARC is opposed by the Council.

Although all attendees are able to vote as they choose at the ARC, Council's in advance opposition can have an influence on the voting process. As the branch has no information on the reasons for the Council's opposition prior to the ARC, they are disadvantaged in the preparation of their proposing and seconding presentations.

We therefore ask that, where such opposition arises, the Council works with branches and contacts them for any clarifications required and to provide reasons for their opposition. This co-operative communication would not only allow for any uncertainties to be clarified and a possible reversion of the opposition but also ensure that all motions were presented from a level playing field.

MOTION 29: South West English Area Annual General Meeting

The current Rules allow candidates standing for election for Nations and English Areas Council seats to be voted for by members who do not reside within the specific Nation or English Area, as well as only being required to be proposed by someone who ordinarily resides within the specific Nation or English Area. We believe that this has the potential to discourage other members residing in the Nation or English Area from standing for election if other candidates have the ability to gain support and votes from outside that area.

This ARC urges the Council to put to a referendum of the membership a Rule change which will allow only members ordinarily residing within a specific Nation or English Area to elect the Councillor for that particular Nation or English Area and a Rule change which will require both those proposing and seconding that candidate to ordinarily reside in the same geographical area.

POLICY

MOTION 30: Northern Ireland Committee

This ARC recognises how damaging Brexit could be to Equity members on the island of Ireland. At our recent seminar on Brexit jointly organised with the Irish Equity section of SIPTU (the Services Industrial Professional and Technical Union), many speakers referred to the importance of maintaining the Common Travel Area (CTA) of the UK, the Republic of Ireland, the Channel Islands and the Isle of Man.

This ARC asks the Council to make the maintenance of the CTA a central part of Equity's submission and arguments as we respond to the current political uncertainty.

MOTION 31: Screen and New Media Committee

After two years of uncertainty and theoretical projection, the realities of Brexit's impact on working in the entertainment industry are beginning to take hold. Members who only hold UK passports are starting to be barred from some jobs taking place on the Continent; EU national members are finding that the structure of the new Settled Status regime adds an extra complex layer of bureaucracy, forcing them to prove their right to work in the UK over and over again using a complicated seven-step digital process.

The very nature of work in the entertainment industry, with its short-term contracts and multiple employers, means it has always fallen outside the "normal" full-time pattern of work that governments base legislation around. Now, with the extra challenges of Brexit, the fact that our way of working has been overlooked could devastate the industry - up to now a significant contributor to the economy - and destroy members' careers.

This ARC urges the Council to take immediate steps to protect members' working lives by appealing to the government to (a) work with the EU to safeguard the rights of entertainment industry professionals to take up short term contracts within the EU; and (b) simplify the situation for EU nationals based in the UK by providing them with a hard copy document that can be used as proof of Settled Status.

MOTION 32: Scottish Annual General Meeting

Equity has always been an international organisation.

Whatever deal is formed for Brexit, the future residency rights and employment security of our members who are either currently resident non-UK European nationals and those resident non-European nationals are by no means guaranteed.

The ARC urges the Council to make every effort to safeguard the rights of such members as the negotiations progress.

MOTION 33: Birmingham and West Midlands General Branch

In the event of a People's Vote (second referendum), this ARC requests that the Council repeats its previous statement that Remain is in the professional interests of Equity members on the Equity website, e-mail, Twitter, Facebook and Instagram, as well as in traditional media. Equity has already confirmed the detriment to Equity members from leaving the EU, with the loss of freedom of movement, EU funding, and potential loss of employment rights.

MOTION 34: Northern Ireland General Branch

Equity members in Northern Ireland face a number of unique challenges, and our working lives are heavily influenced by our relationship and connectivity to the creative industries in the Republic of Ireland as well as the creative industries within the United Kingdom. In recent years, Equity has worked closely with our comrades in Irish Equity (SIPTU: the Services Industrial Professional and Technical Union), a fellow member of the Irish Congress of Trade Unions, to better understand these challenges and to develop joint responses. This sharing of resources and knowledge has led to Equity and Irish Equity working together to stage member events on issues such as diversity in casting and Brexit.

We call upon Equity to continue to work closely with Irish Equity (SIPTU), particularly in these challenging times, to further nurture and promote the cross-border cooperation that has delivered a stronger voice for Equity members in Northern Ireland.

MOTION 35: North and East London General Branch

This ARC is aware that many Equity members are in precarious work. They are often dependent on the benefits system to make ends meet. d/Deaf and disabled members are especially affected. Universal Credit is the system being introduced which replaces several specialised categories of benefit with a single (universal) one - assessed by staff without the experience or qualifications necessary to judge the needs of claimants.

This ARC notes that:

1. the Department of Work and Pensions' (DWP) own data shows that under Universal Credit punitive measures have increased dramatically - more claimants have been sanctioned than ever before;
2. there is a delay in making initial payments which causes extreme hardship as does the unjustified rejection of claims;
3. the administrative system set up by the DWP has been revealed to put claimants into poverty. The DWP has lost numerous court cases on this issue. Claimants' needs are not the priority;
4. payments are made to one bank account per family rather than individuals. Among other injustices, this can tie people into abusive domestic situations.

This ARC believes that Universal Credit was put into place as part of the Government's austerity measures and does not prioritise the needs of the most disadvantaged members of society. The system should be replaced with one that respects people's needs and involves claimants and their representatives.

This ARC urges Council to:

1. affiliate to Disabled People Against Cuts;
2. join forces with non-party political organisations including the PCS Union campaigning against Universal Credit.

AMENDMENT: North and East London General Branch

Delete all numerals in the motion and replace them with bullet points.

In line 1, after "work" delete ". They are" and insert "and".

In line 3, after "Credit" delete "is the system being introduced which".

In line 8, after "Credit" delete "punitive measures have increased dramatically –".

In line 12, after "DWP" delete "has been revealed to put" and insert "puts".

In line 13, after "poverty" delete ". The" and insert "and the".

After line 16, insert a new bullet point: "The self-employed are subject to the Minimum Income Floor (MIF) in Universal Credit which can cause severe hardship for those with fluctuating earnings."

In line 17, after 'Credit' delete "was put into place as" and insert "forms".

In lines 19 to 20, delete "The system should be replaced with one that respects people's needs and involves claimants and their representatives."

After line 26, insert a new bullet point: "Support our member Charmaine Parkin who is involved in a High Court challenge to the Minimum Income Floor."

MOTION 36: North West London General Branch

This ARC asks that the Council provides funds, support and signposting when members find themselves in the extreme and vulnerable position of being homeless.

Motions 37 and 38 will be debated together but voted on separately.

MOTION 37: Devon and Cornwall General Branch

In January 2019, "Onward" (an independent, not-for-profit think-tank run by Will Tanner, the former deputy head of policy to Theresa May) published a report entitled "A question of degree – Why we should cut graduates' taxes and pay for it by reducing the number of low value university courses". That report concluded that access to "low value" university courses such as music, drama and creative writing should be restricted in the UK because they are "not economically worthwhile".

With the impact of the implementation of the English Baccalaureate (EBacc), and the return to "traditional" subjects, this emphasis continues to restrict the number of students attempting creative arts qualifications in school and places one of our largest and most successful global industries at risk - an industry, let us not forget, that is bigger than oil, gas, life sciences, automotive and aeronautics combined.

This Annual Representative Conference requests that the Council looks into ways that Equity, as the leading representative for performing arts practitioners in the UK today, may increase its efforts in advocating the inclusion of creative arts subjects in the UK's education systems at all levels, whether in school, further or higher education institutions.

AMENDMENT: Young Members Committee

Delete the final paragraph and replace with:

This Annual Representative Conference notes that the Young Members Committee has led the Union's involvement in the Bacc for the Future campaign since 2015 and requests that the Council explore further opportunities to increase the Union's efforts in advocating the inclusion of creative arts subjects in the UK's education systems at all levels, whether in schools or further/higher education institutions.

MOTION 38: Liverpool and District General Branch

This ARC asks the Council to create a campaign - working in co-operation with our fellow trade unions, arts organisations and educational organisations - to promote the inclusion and essential nature of the arts within the national curriculum.

With drama (and other arts subjects) increasingly being minimised within schools, there is perhaps a risk that fewer pupils will choose to pursue careers and studies within the arts. It is therefore in our interest to campaign for the arts as an essential part of education to future-proof not only our industry but also the diversity and scope of those working within it.

MOTION 39: Northern Ireland Annual General Meeting

The Arts Council of Northern Ireland (ACNI) is the development and funding agency for the arts in Northern Ireland. The ACNI distributes public money and National Lottery funds to develop and deliver a wide variety of arts projects, events and initiatives across Northern Ireland. The current lack of a functioning Northern Ireland Executive Government is a barrier to the democratic operation of this arms-length organisation. The reduction in funding to the ACNI by over 40% over the last five years is a threat to the future of the ACNI and its ability to support the arts in Northern Ireland.

This ARC calls upon the Council to lobby the Secretary of State for Northern Ireland with the aim of gaining a commitment that the ACNI will be better resourced and that its status as an accountable arms-length organisation will be maintained.

MOTION 40: Northern English Area Annual General Meeting

The cost of theatre tickets is often prohibitive, particularly to young families. Much of the cost is due to Value-Added Tax (VAT) which is a European tax. In the light of Brexit, this ARC asks the Council to instigate a campaign to abolish VAT on theatre tickets in order to make this art form more accessible to a wider audience.

FIRST AMENDMENT: Singers Committee

In line 2, delete “(VAT) which is a European tax. In the light of Brexit, this” and insert “(VAT). This”.

SECOND AMENDMENT: East of Scotland General Branch ruled out of order by the Council because it was not directly relevant to the original motion.

MOTION 41: Leeds and Region General Branch

This ARC notes that:

1. the 2015 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;
2. the 2017 ARC called 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;
3. the Manifesto for Casting stated that consideration should be given to professional talent from where the production is made;
4. while the Spring 2018 edition of the Equity Magazine reported that “2018 will see the launch of Equity's Cast It Here campaign”, little or nothing has been heard about this initiative since then.

This ARC therefore calls on the Council to fully implement the decision of the 2017 ARC to establish a UK-wide member-led Nations and Regional Production and Casting campaign in 2019. This campaign should include the production of digital and printed media for use by branches and members.

VARIETY, CIRCUS AND ENTERTAINERS

MOTION 42: Northern Ireland Variety Branch

The Northern Ireland Variety Branch has struggled in recent years to get an attendance at meetings. This ARC asks the Council to formally support the merger of the Variety Branch into the Northern Ireland General Branch.

MOTION 43: Variety, Circus and Entertainers Committee

This Annual Representative Conference deplors the low fees paid to established live stand-up comedians engaged to provide high quality shows in popular venues, particularly where entry for the audience is free. While it can be acceptable for comedians to try out new material or for new comedians to get stage time in such circumstances, this should not become the norm and such performances should not replace professional shows - especially on prime nights such as Fridays and Saturdays. This ARC urges the Council to engage in dialogue with clubs and promoters who use business models which do not prioritise guaranteed professional fees for performers.

MOTION 44: Manchester and District Variety Branch

In light of reported growth in violence, bullying and bad behaviour in our young people, much of it instigated and continually replicated by the gratuitous violence seen in the media, this ARC asks the Council to campaign for "more variety and less violence" and more family entertainment on all forms of the media.

MOTION 45: Thames Variety Branch

This ARC requests that within all Equity contracts and agreements, particularly those covering outdoor events or in non-standard venues, provision is made for appropriate and private changing and toilet facilities (and, where viable, showers) to be available within close proximity to performing space and separated from the public and audience for all artists performing at such events.

LIVE PERFORMANCE

MOTION 46: Stage Committee

2018 has seen commercial touring rocked again by a series of high profile tour collapses. Unlike early closures on Equity agreements, collapses often leave members with salary and other entitlements left owing – not to mention the stress of having to find new work to fill a contract which has ended early.

This ARC believes that it is of utmost importance to incentivise the use of union agreements in the Commercial Touring sector. Over the last decade, use of the agreement has grown to most major commercial producers, but smaller, newer producers at most risk of financial instability are less likely to do so. Creating a new bond system would be unsustainable, affecting only those producers already using union agreements where effective checks and balances already exist.

This ARC notes that all theatre productions which receive subsidy from one of the Arts Councils are required to budget for use of an industry standard agreement. However, there are no such requirements for commercial producers taking advantage of Theatre Tax Relief (TTR), a new form of indirect public subsidy, which allows producers to claim back 25% of their corporation tax bill on a touring production.

This ARC believes that, like subsidy from an Arts Council, TTR should only be available to producers using an appropriate union agreement and urges the Council to lobby the government to change the rules accordingly. This would give guarantees on pay, pensions, dignity at work, working time – and proper protections around early closure or failure to produce.

MOTION 47: Scottish National Committee

Since 1997, the Equity Pension Scheme (EPS) has allowed members to plan for their future by enabling them to pay into a personal pension plan and benefit from engager contributions affording them the same rights as workers across other industries.

Having achieved the status of a Qualifying Workplace Pension Scheme in 2012, however, and despite legislation in February 2018 ensuring all engagers legally contribute to a workplace pension scheme, there are still some companies that do not allow for EPS contributions. Additionally, whilst the excellent 2015 Fringe Agreement for Performers & Stage Managers includes provision for working hours, overtime, holiday pay, sick pay and many other benefits it does not currently include contributions to the EPS.

Given the recent changes in the law, the issue of members' status and engagers' obligations in relation to pension contributions should be clarified to ensure members are not missing out and engagers are fulfilling their obligations. Although considered self-employed for tax and National Insurance purposes, actors in employment law are defined as workers and should therefore be afforded the same rights, including workplace pension contributions.

This ARC urges the Council to clarify the status of members in relation to workplace pensions, to update the 2015 Fringe Agreement for Performers & Stage Managers to include Equity Pension Scheme contributions and to ensure all publicly funded and commercial companies recognise members as workers for pension purposes and comply with the 2018 Workplace Pension legislation.

MOTION 48: South East English Area Annual General Meeting

This ARC notes that a pantomime season can provide a significant income for local authority venues and theatres; and that pantomime is produced in-house or in partnership with production companies. This ARC further notes that the contracts of engagement vary across the country, with some that do not reflect the Union's rates of pay or the full terms of an Equity agreement.

This ARC believes that all local authority-run venues should offer an Equity agreement in full, not just with acknowledgement of the Equity rates of pay. This will ensure all those engaged by such venues (or partnership production companies) will be paying performers and creatives a living wage.

This ARC asks the Council to contact all local authority venues to advise them of Equity agreements and rates of pay and to encourage best practice for engagement contracts for their pantomime seasons.

FIRST AMENDMENT: Brighton and Sussex General Branch

In paragraph 2 line 1, delete "local authority run venues" and insert "panto employers".

In paragraph 3 line 1, after "local authority venues" insert "and other panto employers".

SECOND AMENDMENT: Stage Management Committee

In paragraph 2 line 3, after "paying performers" delete "creatives" and insert ", Stage Management and Creative Teams".

MOTION 49: West and South West London General Branch

The role of an Assistant, Resident or Associate Director can vary widely and is dependent on the scale of a production. The confusion of these roles and their responsibilities often comes at the expense of those working in these positions; more and more demands are placed on their time despite their contractual terms and conditions being reflective of a less senior position.

This ARC asks the Council, in collaboration with Stage Directors UK (SDUK), to establish a set of industry standard definitions to qualify the roles and responsibilities of Assistant, Resident and Associate Directors. Consistent terminology would assist the Union in improving terms and conditions, developing a clear pay structure and ensuring that our colleagues are justly rewarded for their work in running what can sometimes be the most successful commercial shows in UK theatre.

MOTION 50: Directors and Designers' Committee

This ARC welcomes the success of the Professionally Made Professionally Paid campaign since its launch in Autumn 2014 and notes the positive difference it has made in the industry, particularly for performers and stage management. This ARC asks the Council to build on the work of the campaign, with a particular focus on improving the terms and conditions for Theatre Directors and Theatre Designers working in the low pay sector, by calling two one-day symposia (one in London, one in Edinburgh) to examine the best way to protect creative team members working in fringe theatre.

AMENDMENT: The Council

In line 5, add "initially for" after "calling".

MOTION 51: Dance Committee

The number of Equity's Dance members performing in museums and galleries has greatly increased in the last decade. From historical retrospectives to new commissions, dance is now a prominent feature in museum and gallery programming. In these largely unorganised areas for dance, the working conditions, rates and terms vary from one establishment to the other and put our members at risk of exploitation.

This ARC urges the Council to:

1. launch a campaign to secure best practice for the engagement of dance artists in museums and galleries;
2. use the campaign to fight low pay and poor practice in museums and galleries in both the subsidised and commercial sector - aiming to ensure galleries use at least the Independent Theatre Council (ITC) Agreement terms when engaging our members;
3. use the campaign to educate and support members working in the sector about how to fight for improved pay and terms, and how to protect their health and safety;
4. push for members to secure better than pro-rated weekly minima when working part weeks in the well-funded parts of the museum and gallery sector;
5. use our members working in museums and galleries to foster a culture of unionisation and professional respect for all those working in the sector;
6. use the campaign to create a better understanding among engagers, artists and curators as to how Equity members working in dance can be better respected as creatives and professionals and more equitably share in the capital they create.

MOTION 52: Dorset General Branch

With the increase in the use of social media platforms, it has now become increasingly common for producers/creators to advertise positions on these platforms. It has also led to an increase in a lot of these roles being advertised as voluntary or expenses only or as a chance to gain experience and get a credit, amongst other reasons. These roles are often vanity projects promising that (usually a film) will be entered into various festivals, etc. The creators of these "opportunities" are often "passionate" about their project and want a firm commitment from those applying. Also, a lot of these posts are shared by members who may be unaware that they are helping to unwittingly facilitate the further lowering of standards for professionals in the industry.

The Professionally Paid Professionally Made campaign has raised awareness of this problem and is having an effect. However, it is incumbent upon members to continue to highlight these breaches of employment law to staff so that action can be taken, and producers engaged with by the union.

This ARC calls upon the Council to redouble its efforts in actively promoting the importance of the Professionally Made Professionally Paid campaign and to instigate an extension to this campaign to further encourage members to report to staff any instance of such a casting notice wherever it may be posted. This could be formalised, we'd suggest, under the campaign title #TellEquity.

MOTION 53: North Lancashire and Cumbria General Branch

This ARC notes with alarm the parlous state of some north-west regional producing theatres, their finances, production output and/or impacts of their management/board decisions. (Viz: the Duke's, Lancaster; Theatre by the Lake, Keswick; Oldham Coliseum; HOME, Manchester; Everyman, Liverpool).

This ARC calls on the Council to establish a structured campaign to address these issues, building on motions and intentions expressed at previous ARCs.

Such initiatives could include a North-West Producing Theatre Summit/Forum; initiatives to support, advise and co-ordinate branch action and campaigning; representations to the Arts Council, representations to individual theatre boards and local authorities.

MOTION 54: Humberside Variety Branch

In celebrating this 90th year of Equity, this ARC remembers the closure and destruction of theatres by the Puritans and the Orders that all players were rogues and vagabonds who should be whipped. This ARC remembers that it was only in 1968 that censorship of the stage in the UK was abolished. In recognition of these memories, this ARC affirms the rights of members to play-act, pretend, make-believe in theatres and places of entertainment.

MOTION 55: Stage Committee

This ARC applauds our sister union in the United States and their industrial success in winning a new agreement to cover labs and developmental workshops.

The place of performers and stage management as creative workers in the developmental stages of a theatre production must be better acknowledged. Equity is already claiming for better clauses in our ongoing Society of London Theatre (SOLT) and UK Theatre negotiations for devised pieces, but developmental and workshop work remains outside the scope of our industrial agreements. This ARC believes that there needs to be better recognition of the creative contribution of performers and stage management in the ongoing life of a production, building on and supporting the worker status of our performer and stage management members in theatre.

America's Actors' Equity Association has fought hard to achieve this landmark agreement and this ARC urges the Council to send our solidarity and congratulations. This ARC further urges the Council to investigate the lessons learnt from the new agreement in the USA for performers and stage management in the United Kingdom - and further these conclusions industrially.

AMENDMENT 1: The Council

In paragraph 2 line 1, delete "performers and stage management" and insert "performers, stage management and the creative team".

In paragraph 2 line 6, delete "performers and stage management" and insert "performers, stage management and the creative team".

In paragraph 2 line 7, delete "performer and stage management" and insert "performer, stage management and creative team".

In paragraph 3 lines 3 to 4, delete "performers and stage management" and insert "performers, stage management and the creative team".

AMENDMENT 2: Welsh National Committee

In paragraph 2 line 6, delete "contribution" and insert "contributions". In the same line, delete "the ongoing" and insert "the origination and ongoing".

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 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.
- No Representative shall interrupt a speaker except on a point of order (which must deal only with procedure).
- 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

Adam Burns (Chair), John Carnegie (Vice-Chair), Laurence Bouvard, Di Christian,
David Cockayne, Chris Cotton, David John, Stephen McGuire, David Richey
Secretary: Stephen Spence