



**Special Representative
Conference
2021**

Final Agenda

**26-27 September
London**

Special Representative Conference 2021

Timetable of Conference business

SUNDAY 26 SEPTEMBER

10:00am	Doors open and registration begins for Councillors and SOC only
10:15am	Registration begins for all other attendees
10:30am	Council meeting convenes for Councillors only, Council Room
11:00am	Chair formally opens Conference
11:10am	Report from the Standing Orders Committee
11:20am	Obituaries
11:40am	President's Address
12:00pm	Comfort break
12:15pm	General Secretary's speech introducing 2020 Annual Report
12:35pm	Motions on Equality, Diversity and Inclusion
1:30pm	Open Space Introduction
1:40pm	Lunch
2:40pm	Motions on Equality, Diversity and Inclusion (continued)
3:15pm	Report from Assistant General Secretary, Live Performance (Hilary Hadley)
3:25pm	Motions on Live Performance
4:40pm	Report from Assistant General Secretary, Recorded Media (John Barclay)
4:50pm	Motions on Recorded Media
6:15pm	Conference adjourns
7:00pm	Submissions for Open Space sessions accepted
7:30pm	Conference dinner

MONDAY 27 SEPTEMBER

9:30am	Chair formally re-convenes Conference
9:35am	Guest Speakers
9:45am	Report from Deputy for the General Secretary (Louise McMullan)
9:55am	Motions on Campaigns, Policy and Communications
11:20am	Comfort break
11:35am	Motions on Campaigns, Policy and Communications (continued)
12:10pm	Motions on Variety, Circus and Entertainers
12:45pm	Honorary Treasurer's submission of 2020 Statement of Accounts
1:05pm	Motions on Internal Union Business
1:35pm	Appeal on behalf of the International Committee for Artists' Freedom
1:45pm	Lunch
2:45pm	Open Space sessions
3:45pm	Motions on Internal Union Business (continued)
5:00pm	Motions on Membership, Operations and Administration
5:40pm	Formal Motion to adopt the 2020 Annual Report and Accounts
5:45pm	Conference closes

FRINGE EVENTS

Sunday 26 September

1:55pm *Equity for a Green New Deal, Council Room*

6:30pm *Equity Class Network, Council Room*

Monday 27 September

2:00pm *Future Union Meetings, Council Room*

The 2020-2022 Standing Orders Committee has been mandated by the Council to manage the order and timetable of business of the SRC.

Representatives with questions on this agenda or Conference procedure can visit the Standing Orders Committee room at any time during the Conference. The Standing Orders Committee will be in formal session and available for advice at the following times:

Sunday 26 September

10:15-10:30am

1:40-1.55pm

6:15-6:30pm

Monday 27 September

1:45-2:00pm

All motions submitted for inclusion in the 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 SRC urges" becomes "This SRC urges".

Issues relating to whether a motion is in or out of order were considered by the July SOC and Council meetings, following discussion with the Union body submitting the motion.

EQUALITY, DIVERSITY AND INCLUSION

MOTION 1: LGBT+ Committee

According to Equity's *Manifesto for Casting*, "[g]reater consideration should be given to specific characteristics for any role" to achieve more inclusive casting. In line with this, Equity's Guidelines for Entertainment Professionals Working with LGBT+ Performers state that "In light of the structural disadvantages experienced by LGBT+ performers, as with other minorities, we advocate actively seeking out LGBT+ performers for LGBT+ parts."

Research as well as surveys by the International Federation of Actors (FIA) identify both an underrepresentation of LGBT+ characters and the extent to which being known as "out" can affect roles open to you. We hope that eventually, by increasing the opportunities offered to LGBT+ performers, the industry will reach a place where anyone will be able to play any part, and LGBT+ performers are not marginalised or stereotyped. However, while this is still the case, as our guidelines state, casting that "acknowledges and values the lived experience LGBT+ actors can bring to those characters" is a vital first "step towards levelling the playing field".

While the Guidelines have made a visible contribution to this industry-wide discussion, recent high-profile casting choices have shown that the work is not done. This SRC requests the Council to determine that casting recognises the lived experience that LGBT+ individuals bring is a powerful way of reflecting and advancing society, and therefore reducing the misinformation and subsequent backlash that especially the less visible members of the community are subject to. It should therefore, subject to genuine occupational requirements, become union policy.

MOTION 2: Race Equality Committee

Without doubt, workers from the Global Majority faced systemic exclusion and discrimination prior to the Covid pandemic. Additionally, the emerging impacts of the lockdown on the industry reveal devastating outcomes for these workers. This includes data from the Office of National Statistics (ONS) confirming that at least 44% of Black women across the arts have left the industry. Thus, there is a critical urgency to strengthen Equity's work to improve diversity and inclusion across the industry, and specifically based on race and ethnicity. As a result, the Race Equality Committee (REC) calls on the Council to commit to the following priorities:

1. Engage in a dedicated body of work with the Casting Directors Guild (CDG) and Casting Directors Association (CDA) to ensure that its membership understands and applies good practice in identifying and engaging with ethnically diverse groups of artists when casting.
2. Ensure that this work reflects and promotes good practice in ensuring that the fullest range of ethnically diverse artists are actively encouraged to engage with audition opportunities, and that diversity is not simply a "tick-box" or superficial exercise.
3. Include in this work mainstream drama schools, but also those independent education providers who not only "provide more flexible and thus accessible forms of training", but also prioritise diverse student bodies (e.g. Wac Arts, Identity School of Acting, etc.).

FIRST AMENDMENT: Directors and Designers Committee

At the end of point 1, insert: "Through collective bargaining and industrial negotiations, deliver the same for the backstage and creative team."

In line 2 of point 2, after "audition opportunities" insert "and backstage / creative team job vacancies".

SECOND AMENDMENT: Dance Committee

In lines 1 & 2 of point 1, delete "and Casting Directors Association (CDA) to ensure that its" and insert ", Casting Directors Association (CDA) and One Dance UK to ensure that their".

In line 1 of point 3, delete "drama schools" and insert "performing arts schools and conservatoires".

MOTION 3: Women's Committee

Equity's Women's Committee is committed to ensuring the health, safety and welfare of all women members of the union.

The well-being of older women is systematically overlooked in an industry which has a long history of age-based discrimination. In this context, we seek to ensure that those members going through the menopause are protected from any forms of discrimination or stigma, and that what is a natural process is not seen as taboo or difficult to manage by employers and allied organisations. This SRC therefore calls upon the Council to approve a programme of work in liaison with the Women's Committee which will:

1. utilise World Menopause Day (18th October) to launch a high-profile campaign to ensure that members are familiarised with their rights, and employers with their duties;
2. ensure that this work highlights when and how members should disclose their health status, and encourages open conversation as a means of securing workplace rights and tackling the stigma attached to the menopause;
3. develop best practice guidance and signpost employers (and allied organisations) to this guidance, to training, and to awareness-raising resources;
4. demand that employers revise workplace health, safety and welfare measures accordingly, and review relevant contractual provisions.

MOTION 4: Stage Management Committee

This SRC believes that representation matters as much offstage as on and asks that future campaign work around diversity reflects the whole membership.

LIVE PERFORMANCE

MOTION 5: Stage Committee

This SRC notes the progress made in recent Subsidised Theatre variation negotiations, where UK Theatre recognised the mutual benefit of their members providing standardised, quality accommodation, instead of paying the agreed living away allowances specified in the agreements. This SRC calls on the Council to support negotiations with employers to make the provision of accommodation, along with an out-of-pocket expenses allowance, standard practice in future and to include it as a mainstay of all the union's Live Performance industrial agreements wherever possible.

Motions 6 and 7 will be debated together, and voted on separately:

MOTION 6: Stage Committee

Following on from and building on the work of recent union campaigns such as Safe Spaces and Agenda for Change, the requirement for a producer to have Dignity at Work policies is now included in our collective agreements, and copies of them must be included as part of the contract process. However, these policies need to be kept fresh and alive. This SRC asks that all steps are taken to ensure that - in the rehearsal period - all ways are explored with the producers to make sure these policies are meaningfully communicated, stressing their importance, and that all of the company are aware of who to and how to report any infringement that they experience or witness.

MOTION 7: Dance Committee

This SRC notes the importance of dignity and respect in the workplace.

This SRC further notes the work undertaken as part of Equity's Safe Spaces campaign to ensure producers and engagers across our industries have robust dignity at work policies in place in order that workers know how to raise concerns, feel able to do so and understand the approach the producer will take in handling sensitive issues.

This SRC asks the Council to lobby distributors of public funding across the UK (such as Arts Councils and local authorities) to ensure that every recipient of public funding not only adheres to union rates of pay, but has robust dignity at work policies in place for the protection of Equity members and the wider freelance workforce.

MOTION 8: Northern Ireland General Branch

This SRC asks the Council to champion the Northern Ireland General Branch in jointly investigating the ongoing effects of Brexit on touring productions and freelance creatives working North and South of the border on the island of Ireland. This would be done under the auspices of the All-Ireland Group with Irish Equity SIPTU (The Services, Industrial, Professional and Technical Union).

MOTION 9: Welsh National Committee

This SRC asks the Council to recognise and organise around professional performers working in Historical Interpretation.

MOTION 10: Liverpool and District General Branch

This SRC asks the Council to issue guidance on what would constitute genuine collaborative work and genuine profit share work, so that members might be better informed when engaging on these types of projects.

RECORDED MEDIA

MOTION 11: Audio Committee

With the government announcement that it is going to ratify the Beijing Treaty, it is vital that Equity joins with the Musicians' Union in calling for equitable remuneration rights in streamed and online media to be included in the UK Copyright Act. The Audio Committee is concerned that Equity has not had a higher profile in the campaign to reform copyright legislation in order to assist members whose work appears in online and streamed media in sectors where collective bargaining agreements do not exist. It is requested that it will be part of Equity's policy to do so in future.

AMENDMENT: Screen and New Media Committee

Delete the current wording and insert "With the government announcement that it is resolved to ratify the Beijing treaty, it is vital that Equity joins with other industry stakeholders in the call for equitable remuneration rights in streamed and online media to be included in the UK Copyright Act.

This SRC is further calling on the Council to campaign to reform the copyright legislation in order to assist members whose work appears in online or streamed media such as Audio books and online corporate voiceover, etc., where collective bargaining agreements do not currently exist."

MOTION 12: Screen and New Media Committee

Cancellation at short notice and use of pencilled bookings continues to provide uncertainty for our members who work as Walk On (WO) and Supporting Artists (SA) in film and television. Whilst contract law is clear, the union agreements with PACT (Producers Alliance for Cinema and Television) and the BBC do not explicitly contain terms and conditions on which agents are willing to go to battle with production companies over these issues. Members are reluctant to take up legal recovery cases for loss of earnings through the union because of the threat of being removed by agencies or released by productions. These are not myths. These are the real life examples of our members in these situations.

This SRC calls on the Council to attempt to revise all the union's WO/SA agreements to ensure that there are explicit terms which protect our members in the event of cancellation and trigger cancellation fees where appropriate.

Our members deserve certainty when they are booked, and they deserve to be treated like professionals and not hobbyists when suffering loss of earnings. They are important parts of any production and not just simply disposable.

MOTION 13: Bristol and West General Branch

This SRC recognises the benefit that the Equity Oriel database of creative talent in Wales has been to casting directors, production companies, television companies and other employers - and, of course, to our members in that nation. This is to be applauded.

There has been a massive increase in film production in the South West - in part due to the development of the Bristol City Council-owned Bottle Yard Studios, which is currently engaged in a major expansion. Meanwhile, Plymouth City Council are actively looking to develop their own film studios.

However, it has been continuously highlighted that local casting sessions for productions made in the regions are still an exception.

This SRC therefore calls upon the Council to develop a professional database for members living in the South West of England. This would reaffirm Equity's Cast It Here campaign.

While it is acknowledged that a member profile system already exists on the main Equity website, this is underused. A dedicated South West database would be more fit for purpose for the members within this region.

Equity Oriel could serve as the template which can be used by the South West, as well as in the future by other English regions and the nations.

MOTION 14: North and East London General Branch

For the past few years, if you work as a background/supporting artist, it has become common practice for some production companies to hire you under another name. This is the project name. This "code name" stays with you throughout all the paper work. Therefore, there is no official proof that an individual has worked on something unless you count spotting yourself. Usually you can find out the correct name, but this is not always the case.

Surely, if you've worked on something, you have a right to know what it is?

This SRC believes it should be common practice that background/supporting artists are told the name of the projects they work on - particularly when you consider that it's also common practice for them to sign Non Disclosure Agreements.

We would suggest this information is given to artists when they're paid as this is the last official communication they will have. Background/supporting artists are very rarely told when their episode is going to be on or film released at the cinema.

This SRC therefore asks that, when the next lot of pay and conditions for walk-ons and background/supporting artists are negotiated, this is part of the claim.

CAMPAIGNS, POLICY AND COMMUNICATIONS

MOTION 15: Leeds and Region General Branch

This SRC believes that:

1. human-caused climate breakdown is contributing to extreme weather events and loss of biodiversity across the globe;
2. global emissions continue to rise despite warnings of the dire consequences of exceeding 1.5°C warming and the need to halve global carbon emissions by 2030;
3. the climate crisis is a social justice issue, with those who have done least to cause the crisis and those least able to address it facing the worst impacts;
4. the UK's target of net zero by 2050 is insufficient to avoid global temperatures rising above 1.5°C;
5. the opportunity to invest in climate jobs, a just transition and a fairer society must be seized;
6. the UN COP26 negotiations in Glasgow are crucial for the success of global plans to limit climate change;
7. trade unions can play a key role in the COP26 coalition as part of the wider global climate justice movement.

This SRC:

- urges the Council to join the COP26 Coalition;
- calls on the Council to campaign for massive public investment in a green recovery that tackles the climate and ecological emergencies, creates climate jobs and is underpinned by a fair deal for workers here and in the Global South;
- urges members to join national mobilisations for protests during COP26;
- urges the Council to send a delegation to Glasgow, donate towards the costs of union transport to Glasgow and of members wishing to join protests in Glasgow;
- calls on the Council to declare a Climate Emergency.

AMENDMENT: Young Members Committee

Replace the number points with bullet points.

In the first line of the last paragraph, delete "This SRC:" and insert "This SRC urges the Council to:". Delete "urges the Council to", "calls on the Council to" and/or "urges members to" from the beginning of each bullet point.

In the existing second bullet point, delete "here and in the Global South" and insert "domestically and globally".

Move the existing second bullet point so that it becomes the fourth one in the list.

Delete the existing fourth bullet point and insert "• send a delegation to Glasgow, donate towards the costs of transport, and support members wishing to join protests".

In the existing list of bullet points, insert "• lobby publicly funded arts bodies to add sustainability criteria to all project grant applications;" as a new fifth point in the list above "• declare a Climate Emergency."

MOTION 16: Glasgow General Branch

Misogyny and abuse have no place in our union: not in meetings, not in public campaigns and not in internal communications. This behaviour must be challenged in every instance - whether it is member to member, member to staff, staff to member, or staff to staff.

Following information shared during recent Subject Access Requests, members have witnessed the use of misogynistic and abusive language, and the use of mental health slurs, going unchallenged via email. This directly contradicts the Safe Spaces work of Equity and is a symbol of complicity in the ongoing culture of misogyny, abuse and discrimination that runs through our industry.

It has left members feeling vulnerable and triggered, directly impacting their mental health and wellbeing. As a result, we believe that the current processes in place to challenge this behaviour are either ineffective, misunderstood, or underutilised.

This SRC calls upon the Council to:

1. work with members to develop, agree, implement and publicise improved processes for challenging misogyny and abuse across all communication platforms used by the union;
2. support measures to revoke memberships of individuals who enact misogynistic or abusive behaviour;
3. ensure clear systems are in place to enact disciplinary measures against staff who do not uphold these processes.

We are all responsible for creating a safe working environment which includes a culture of challenging misogyny and abusive behaviour. If the systems in place are not working, we are not doing enough.

MOTION 17: East Midlands Variety Branch

Equity can take pride in the "Equalities" issues it has addressed over the years. Sadly, there remains an "unequal" area that the Union has not addressed, nor is apparently aware of.

Many Members do not have access to computer technology or smartphones, and, therefore, do not have the ability to access information from Equity via online links.

During the pandemic, those members have received absolutely no information from the union or its branches and committees. This lack of communication to ALL of Equity's members has to be addressed as a matter of urgency.

This SRC asks that the Council will, as soon as practicable, communicate with all members by post and on-line and ask:

"How would you like to receive your communications from Equity? Would you prefer:

(a) by post or

(b) online except for voting papers?"

MOTION 18: Young Members Committee

This SRC notes the importance of proper and planned consultation with members, and member engagement. This SRC believes that greater member participation in the union's communications strengthens Equity's work in this area, and welcomes the progress made on improving union communications to date.

This SRC calls on the Council to ensure that (as far as practically possible) - when potentially contentious issues of relevance to a particular demographic or constituency of Equity's membership are commented on, communicated or otherwise discussed within the union or elsewhere - the members most directly impacted are consulted and informed prior to communications going live, and not retrospectively once criticism has been aired. This can be achieved either through the participation of relevant existing networks or committees, or through the creation of temporary working parties about particular issues, and is an important safeguard in minimising criticism of the union's work from members and non-members alike.

MOTION 19: Coventry and Leicester Variety Branch

This SRC requests the Council to construct a strict and transparent communication structure within Equity to prevent continued politicisation of the union both in press releases and on social media. This should include a review of how social media is used by staff, Councillors, committee members, branches and members.

It should also include an open and transparent review of "The Online Branch" - which is operating outside of normal branch protocols, and has the potential to become a collective of like-minded members recruited from across the home nations and world-wide.

MOTION 20: North West London General Branch

As Equity is a non-party political union, this SRC urges the Council not to deploy the Equity banner unless it is in the interest of our members – in, for example, pay and work conditions or issues involving the arts and education, all of which affect us directly.

MOTION 21: Northern Ireland Committee

The challenges of Brexit and the Covid 19 pandemic have highlighted the need for ongoing co-operation between Equity and our ICTU (Irish Congress of Trade Unions) comrades in Irish Equity. While cross border work in the creative industries provides work opportunities for members of both trade unions, there must be a strong, united effort to prevent any deterioration of working conditions and to reinforce the protections provided by union-negotiated agreements, especially as an increasing number of foreign production companies seek to operate in both the Republic of Ireland and Northern Ireland.

This SRC urges the Council to work closely with Irish Equity to protect the shared interests of our members across the island of Ireland.

VARIETY, CIRCUS AND ENTERTAINERS

MOTION 22: Variety, Circus and Entertainers Committee

Given the Covid-19 pandemic (which has acutely demonstrated how important entertainment is to mental well-being), this SRC calls on the Council to designate 2022 as Year of Live Entertainment, encouraging activists and members to work with various policy bodies, local councils, mayors and cultural recovery units to promote live entertainment wherever possible in local communities - be it street arts, buskers, indoor or outdoor entertainment such as circus.

MOTION 23: North and West Yorkshire Variety Branch

As we start to prepare and recover from the Covid-19 epidemic, the Variety section of Equity requires a more prominent and easy access to all Variety Branches and their Secretaries in order (with more visually colourful advertising literature) to be able to attract new members from the huge gigging section of our profession, and so that they may become aware of all the advantages of becoming a Variety member of Equity. This SRC calls on the Council to develop appropriate literature for Variety members than can be easily shared and distributed.

INTERNAL UNION BUSINESS

MOTION 24: Council

The pandemic has led to a significant fall in our membership figures. This has had a serious impact on our subscription income - the core funding of the union. This SRC therefore agrees that, with effect from 1 January 2022, subscription rates will increase by 4.23%. The minimum annual subscription will rise from £142 to £148, which works out at an extra 50p per month. There will continue to be a discount for those paying by Direct Debit.

AMENDMENT: North and East London General Branch

In line 2, delete "therefore". In line 3, delete "4.23%" and insert "the recent Retail Price Index (RPI) inflation rate of 3.9%". In line 4, delete "£148" and insert "£147.50". Also in line 4, delete "50p" and insert "45p".

At the end of the motion, add the following additional paragraph: "Ultimately the only guarantee for the Union's ongoing financial stability is to replace lost members and continue to grow. Trade unions grow when they lead bold campaigns to defend and extend jobs and conditions. The Union will initiate such campaigns and recruitment campaigns, locally and nationally, as they are equally crucial to the Union's financial health."

MOTION 25: Manchester and District Variety Branch

In order to reinstate the members who lost their membership during the pandemic, and in the realisation that members may not be financially well-off after losing so much work, this SRC asks the Council to consider offering an extended amnesty until at least the end of the year to allow re-joins without charging a fee, thus permitting members to pay from when they resume membership having finally returned to work.

MOTION 26: Council

The naming of the "Members with Disabilities" Councillor is uncomfortable for many of our deaf and disabled members. It is an expression from the "medical model" of disability, rather than the "social model" which Equity adopts in our organising and campaigning work in line with advice from the Deaf and Disabled Members Committee. That Committee changed its name in 2013 to reflect this approach but no amendment was made to the Union's rules to change the name of the relevant councillor.

This SRC agrees to the following rule changes, which will require approval by a subsequent referendum of the membership:

- delete the words "Members with Disabilities" from Rule 13.1 and replace with "Deaf and Disabled Members"; and
- delete the words "Members with Disabilities" from Rule 15.4.3 and replace with "Deaf and Disabled Members".

MOTION 27: Council

Similarly, the name of the Minority Ethnic Members Councillor has become problematic as the debate around the language used on race has developed. As the Minority Ethnic Members Committee name has changed (as of 2019 to the Race Equality Committee), so should the name of the corresponding Councillor.

We do not wish to use terms which are acronyms, or are commonly turned into acronyms, in line with the spirit of #BAMEover. We want to secure a name which is inclusive of all members who self-identify as experiencing barriers in work or society more broadly because of their race, but ensuring that it does not misrepresent them as victims.

Following consultation with a number of Councillors and the Race Equality Committee via their Chair, it is clear that there is no perfect solution but that consistency is desirable.

This SRC agrees to the following rule changes, which will require approval by a subsequent referendum of the membership:

- delete the words "Minority Ethnic Members," from Rule 13.1 and replace with "Race Equality"; and
- delete the words "Minority Ethnic Members, that they belong to that category of member" from Rule 15.4.3 and replace with "to stand as the Race Equality Councillor, that they belong to that category of member that they are seeking to represent".

AMENDMENT: Welsh National Committee

In line 1 of the 1st paragraph, delete "Similarly" and capitalise "The".

MOTION 28: Council

The Northern Area has 14 branches whereas the national average is 7 branches. Currently the Northern Area has two organisers but only one Councillor. This Councillor is expected to liaise with all 14 branches and to attend as many of their meetings as possible. All the other national and regional Councillors deal with a much smaller number of branches. It is therefore logical that the Union should increase the number of Northern Councillors from one to two.

This SRC agrees to the following rule changes, which will require approval by a subsequent referendum of the membership:

- delete the words "Northern Area" from Rule 13.1 and replace with two new areas:
 - "North East, Yorkshire and Humberside Area"; and
 - "North West Area".
- delete the number "32" (which appears three times) from Rule 13 and replace, in each case, with the number "33".

MOTION 29: North Wales General Branch

We urge the Council to change the rules by which our Welsh Councillor is elected. We believe that only members living and/or working in Wales should elect our representative. When the voting is open to all the UK members, our Welsh vote is swamped. We believe this to be not truly democratic, unrepresentative and disrespectful to our country.

MOTION 30: West of England Variety Branch

This SRC acknowledges that, in spite of lockdown, there have been changes to the processes Equity uses to function and serve its members' needs. It is requested that the Council looks into the possibility of having observers at its meetings. There is a precedent for observers – they were sent from the Council to attend all the industrial and specialist committee meetings. Indeed, the West of England Variety Branch Secretary was the Council observer to the Women's Committee for two years - a hugely rewarding and educational experience.

One of the biggest criticisms within the membership is that the Council are regularly accused of not being open enough with information shared to the membership, and that it operates as some sort of secret cabal. The view has been expressed widely that - were observers able to attend selected agenda items which were not confidential (enabling feedback to their own particular branch or committee) - myths currently surrounding Council debate could be dismissed on the basis that correct information was available to the membership, and that a much clearer understanding of the process would be there. It could also help with elections where members would no longer have to rely on a video or booklet to find out about members standing, because they could see how someone already on Council contributed - in turn encouraging activists to stand themselves. There would need to be clear guidelines regarding attendance well in advance, and a possibility for setting up a live stream for observers.

MOTION 31: Birmingham and West Midlands General Branch

The SRC calls on the Council to create, as part of conference motion procedure, a section of allocated time (perhaps up to 15 minutes) to be performed after each motion that is passed, where the Representatives and Councillors are invited to express ideas on how to implement the motions passed.

We would like to further suggest - in the interest of time and progression of the conference - that (perhaps) speakers on ideas to implement the motion should not repeat ideas previously expressed by other speakers (unless to progress, innovate or correct ideas previously expressed) or to speak against an idea of implementation.

MOTION 32: Screen and New Media Committee

This SRC calls on the Council to develop a programme of improved internal education (to be made available to members and activists) on the purpose, policies, structure, history, legal rights and duties, etc. of Equity and the wider trade union movement, including investigating the feasibility and affordability of labour (small "L"!) libraries for members' use in our offices and/or online.

FIRST AMENDMENT: West and South West London General Branch

In line 2, delete "and activists". In line 4, delete "libraries" and insert "online education resources". In line 4, delete "in our offices and/or online" and insert ", to encourage further involvement".

SECOND AMENDMENT: West of England Variety Branch

In line 4, delete "in our offices and/or".

MEMBERSHIP, OPERATIONS AND ADMINISTRATION

MOTION 33: Greater Manchester and Region General Branch

This SRC notes the additional financial responsibility on members who are new parents, including the payment of increased Equity subscriptions agreed in 2020. Conference also notes the assistance provided to mothers by our sister union in South Africa, SAGA - UASA (South African Guild of Actors – United Association of South Africa), who provide direct assistance to new mothers.

To encourage recruitment and retention of new parents - a group of members who are frequently vulnerable to, and victims of, entrenched negative attitudes - we urge the Council to grant members who are new parents and have at least twelve months of continuous full membership:

- a twelve-month waiver on Equity fees, provided that the parent/member plans on returning to membership-qualifying work within the first year after their child is born;
- honourable withdrawal - which can be requested within the first year of becoming a new parent with no extra payment or re-joining fees.

AMENDMENT: Screen and New Media Committee

Delete the first bullet point and insert “• A twelve-month waiver on Equity fees for new parents;”.

MOTION 34: Directors and Designers Committee

The Directors and Designers Committee has initiated important work in organising Creative Team members around and into Equity. However, our efforts have been hampered by inaccurate data held by the union, and insufficient access to that data on the part of elected committee members. We do not have a useful way to identify working directors and designers in membership, and we cannot contact them directly. This makes trade union organising among such disparate and isolated workers very challenging.

We therefore request that the Council oversees a new working party comprised of representatives from industrial committees and relevant staff members to assess the changes required to the process of joining the union to enable us to better segment our membership by profession. This working party should also look at how relevant industrial committees can access the membership data they require for effective trade union organising. Given the urgency of building and strengthening Equity as we emerge from the pandemic, we ask that this work is prioritised.

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 cooperate 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 and Councillors 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 and Councillors 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 or Councillor shall interrupt a speaker except on a point of order (which must deal only with procedure). In particular, there shall be no heckling of speeches.
- Should the Chair stand during a debate, the Representative or Councillor speaking shall give way and neither s/he nor any other Representative or Councillor shall speak until the Chair gives leave.

VOTING

Only elected Representatives and members of the Council shall be allowed to vote. All voting shall be by a show of voting cards. All other matters of procedure are governed by Rule 39: Rules of Debate in the Rules of the Union.

Standing Orders Committee

Julia Carson Sims (Chair), John Carnegie (Vice-Chair), Ian Barritt, Joan Beveridge,
Laurence Bouvard, Di Christian, Dawn Hope, Nana St Bartholomew-Brown, Fiona Whitelaw.
Secretary: Sam Winter.

