



— EQUITY CLASS NETWORK —

MANIFESTO

FORMED BY WORKING CLASS MEMBERS



**“In my experience
there is practically
no representation of
working class people
behind the camera and
in positions of power.
That needs to change.”**

- David Morrissey



Working with the Industry

Accurate representation of working class lives.

Embed those from lower socio-economic backgrounds throughout the creative process.

Abolish all audition fees and unpaid internships.

Use Equity contracts.

Per Diems paid at the start of the contract not at the end.

Childcare costs paid.

Schedules must be shared in advance.

Appropriate notice for auditions and interviews.

Respond to applicants with a yes or no.

Pay expenses for auditions and interviews.

Lobbying government

Make Class a protected characteristic within the Equality Act.

Set out a road map to increase funding for arts and culture to the European average of 0.5% GDP.

Ensure any organisation in receipt of public funding (including tax reliefs) employs performing artists and creatives on a union contract.

Restore social security for creative professionals by reforming Universal Credit and abolishing the minimum income floor.

Restore all arts and creative subjects as a crucial part of the curriculum.

Restore funding for full-time courses in the Arts.

“Artists and audiences alike need politicians to step up and tear down barriers to a career in the arts for working class people. From benefit reform and affordable housing, to affordable training and proper arts subsidy.”

- Zarah Sultana



How can we work together?

Our *Hub for Change!* invites the industry to join the conversation and make meaningful change. We are committed to improving working class access into the arts and ensuring those from lower socio-economic backgrounds can maintain a career once it is established. It is time to stop working in isolation. A more joined up approach is needed. Quarterly online meetings link up those with shared goals for class equality.



“We’re proud to support this vital initiative. PiPA’s research shows how heavily people depend on social and financial capital to juggle care responsibilities and stay in work. We’re committed to breaking down barriers so those from working class and lower socio-economic backgrounds can thrive in their careers while caring for their families.”



www.equity.org.uk/get-involved/networks/class-network