



AAPTLE Meeting No. 24

Tuesday 12th January, 12:00 on Zoom, chaired by the SMA

Present:

ALD: David Ayton, Mark Jonathan, Ian Saunders, Johanna Town

ASAM: Sadeysa Greenaway-Bailey

CiTEA: Nikki Edmonds, Catherine Kodicek, Charlie Rungen

FMTW: Peter McKintosh

PMA: Mark Price

PMF: David Evans (ABTT, SiPA), Mandy Ivory-Castile,

SBTD: David Farley, Nicky Shaw, Louie Whitemore

SC: Anna Fleischle, Max Jones

SMA: Emma Hansford, Owen Thomas (Chair),

Stage Sight: Jai Morjaria, Bruno Poet

Apologies:

SDUK: Alex Sutton

Agenda Items:

1. Welcome

- SMA welcomed all to the meeting and drew attention to last meeting's minutes for review in the AAPTLE Slack group.

2. Action Points from Previous Meetings

- Promotion of AAPTLE

SBTD have a contact with a freelance PR person and are willing to have an informal meeting with them. Aiming to get

suggestions as to where we should be promoting ourselves and what we should be doing.

We should probably stick to promoting ourselves within the community, especially out theatres and producers

AAPTLE was not mentioned in The Stage's summing up of 2020. It was suggested that we should ideally be in The Stage monthly. We should aim to have a single contact point with them with a good working relationship. We would need to generate content though

Need to have a think about what we want to say. How the group has affected all of the organisations

There was discussion about if we were willing to finance this as we may well need someone to actually write up the items. If organisations have contacts it would be good to find out cost/rates so this can be discussed further

Want to be at a stage where we are being called for a reaction

ACTION: It was agreed that SBTD should reach out to their contact and any other organisations that have contacts should do so as well

ACTION: Set up a Promotion and PR Channel in Slack

ACTION: Set up social media accounts

- Feedback from sustainability discussion and scheduling update from Paddy Dillon (Making Theatre Sustainable)

CiTEA now have a seat on a sustainability working group

SIPA will be launching their ten easy wins for each department campaign

No further news from Paddy Dillon

3. New Agenda Points

- Current lockdown

Gaps in support for freelancers. People who weren't employed at the right time or who had PAYE work that caused them to lose other support. CiTEA are campaigning on this

Losing people into other careers. Feels like the industry isn't invested in retaining people.

Pay disparity between pay in theatre and film doesn't help with incentive to come back other than love. ALD has a

member who gets £40 to followspot as show but is able to get £250 doing that on a film set

In their "Big Crew Move" BECTU are pointing members to move to film. It came across as very patronising; a webinar to say to theatre people don't undercut our rates. Very galling as they aren't doing the same in theatre

It's not unreasonable to have the option to move between film, TV and theatre, but shouldn't be unidirectional. It is good to have movement between each field.

Not viable for people to leave the jobs that they are doing at the moment for a job that may not happen. Pressure should not be on the workers

Could use the talent drain fear to get theatres and producers to actively engage with keeping people. Also important to not forget that Arts Council/Creative Scotland funded venues are more constrained.

Need greater engagement with producers and theatres as AAPTLE.

There needs to be a conversation about the economics of making theatre a sustainable model for all. This could be a good area for AAPTLE to champion.

Wales has strong mixing between theatre and Film/TV across departments. But it also means that there are certain specialties that are virtually impossible to fill in the region as they are all now working in Film/TV

Should remember that although the campaign is poorly constructed and delivered, it is a lifeline to people in the industry who are struggling

– Jobs when the industry reopens

There is also the issue of jobs all falling on top of each other once the industry reopens. This will inevitably fall onto the freelancers. The producers need to support us not the other way round.

This could be an opportunity to get associates and trainees involved. Good push for encouraging diversity and inclusiveness

Producers need to be talking to each other.

This could be a positive PR push.

Producers are not willing to allow flexibility with signing despite the industry being so changeable

This should not be an excuse for cutting fees, but should be a discussion around reallocating budget

Associates and assistants should be the standard, to make the workload manageable. This is an avenue to make this the standard.

If there is no workforce there is no show. Producers need to listen to us more and actually have the conversation. Rather than shrug it off and pass the blame to us.

PMA has found that producers are open to this at the moment. There will be a huge demand for assistants in the autumn.

It is a case of being really clear about what is achievable. A lot of producers don't really understand the process.

Should remember that this is also an opportunity to bring people in to the industry and to open up bigger roles to people.

ACTION: Speak to members and feedback on these topics

- Brexit and touring/working in Europe

We need to have this discussion, but would be good to get some expert advice

ACTION: CiTEA to speak with a visa agency they have a relationship with if they are willing to speak to a meeting

4. Updates and/or raised industry concerns from individual organisations and Working groups

- Union Working Group

Have spoken about BECTU who seem to be a bit more forthcoming.

Need to work out who is not represented but who should be. Day Rate UK theatre freelancers are a potential good first branch to propose

Preparing common role lists, for next meeting

- Education & Outreach Working Group

No updates

- Sustainability Working Group
 - Following up with the Dillon's findings
 - ACTION: David Evans will follow this up*

5. Representation within AAPTLE

- Are there any other un-represented disciplines or campaign groups yet to be invited to join AAPTLE meetings?
 - PIPA won't be joining as are supported by SOLT/UKTheatre, however Anna Fleischle is an ambassador for them and will feed back to them. The door is always open if they want to talk to us
 - Still looking for Wigs, Hair and Makeup to join, but they are generally too busy.
 - Don't need active participation in meetings, can be involved through the Slack

6. Housekeeping

- AAPTLE Meetings now every 2 weeks
- Minutes
 - ACTION: Previous meetings minutes to be ratified at the start of the next meeting then uploaded to the Google Drive*

7. AOB

- Time of next meeting
 - SBTD proposed that the next meeting is at 11:30 as the current time clashes with school lunchtime for those with parental responsibilities
 - ACTION: This was agreed*
- Andy Nairn Bursary launched by East Midlands Theatres
 - This fund will provide bursaries to support the training of technical theatre students in these theatres. They are currently fundraising for more details see Slack
- Freelancers in the Dark Survey
 - A research project investigating the social, cultural, and economic consequences of COVID19 on independent arts

workers across England, Scotland, Wales, and Northern Ireland. Please visit this website for more information:
freelancersinthedark.wordpress.com

- Virtual meetings held by organisations

These have been quiet but they are worthwhile. It is a resource that people like to know is around even if they don't come along

- AAPTLE contact

Need a public contact and face for the alliance

Should look at funding stream so this is sustainable

We need to make sure that this is not a stumbling block though.

ACTION: Review contact list and discuss who is the spokesperson.

The next meeting is at **11:30** on Tuesday 26th January, chaired by SBTD.