



AAPTLE Meeting #29 – 09/03/2021

MINUTES

Venue: Zoom Meeting

Date and Time: Tuesday 09th March 2021 11:30 am – 13:00pm

Chair: Peter McKintosh - FMTW

Minutes: Nikki Edmonds – FMTW/CiTEA

Attendees

Peter McKintosh – FMTW
Nikki Edmonds – CiTEA/ FMTW
Chanel McCartney – CiTEA
Katie Scott – SBTD
Louie Whitemore – SBTD
Dan Shelley – PMF
Anna Fleischle – Scenechange/ FMTW
Mark Shayle – PMF
David Ayton – ALD
Jo Town – ALD
Mark Price – PMA
Anna Saunders - CiTEA
Alex Sutton – SDUK
Max Jones- Scenechange
David Evans – ABTTAC
Chris Fisher – ILLUSIONS
Lucy Carter – ALD
Owen Thomas – SMA
Nicky Shaw – SBTD
Emma Tompkins – SBTD
Nick Page – ABTTAC
Joseph Ed Thomas – ALD
Sadeysa Bailey – ASAM
Zoe Milton – ASD
Charlie Rungen – CiTEA
Gilly Tan – Video Code
Sarah Booth – SBTD

1. Welcome and Apologies

- Please add your name and organisation to your Zoom window.

Apologies from...

Stage Sight

I Opera

MDA

ABTT

Backstage Niche

SiPA

- Introduce any new attendees...

Chris Fisher – freelance illusion designer

Nick Page & David Evans – Automation – ABTTAC

Huge thank you to Katie, Anna & Joseph for the work and the launch of the 'NHAY' campaign – members are encouraged to share the photos, use the hashtag, tag AAPTLE and credit the creatives * Please continue to promote and share the zoom social event – links in the slack

This meeting is the start of a new format where each organisation will take 5 mins to update AAPTLE on projects they are working on. The aim to communicate and collaborate more than we have been doing. A wider discussion of what we learnt from this meeting will need to be carried over to the next meeting on 23rd March

Summary of Updates – per organisation.

ALD - David Ayton

Lumiere scheme: <https://www.ald.org.uk/training/the-ald-lumiere-scheme>

Ongoing meetings with Equity – working on the fee structure for lighting designers.

Online document for members to report the fees that they are getting paid to help contract negotiations.

Professional working practice document and contract checklist – covering lighting at all positions. (offer to share template with all organisations)

September – Charity walk to fundraise for the Lumiere scheme and back- up charity.

ASAM – Sadeysa Bailey

Very new organisation

Focus groups ongoing – peer support groups, mentoring schemes, encouraging community in the association, sustainability (contributing to the green book)

ASD – Dom Bilkey

Mentoring scheme – encourages new membership

Training Initiatives

Professional Forums – discussions including with manufacturers and suppliers (considering Covid & Brexit)

Increasing equipment hire service – more artisan equipment than standard hire houses

You Tube – 15 minute how to videos – aimed at young people encouraging entry into the industry

University Education Working Group – looking at linking up lecturers at teaching institutions, diversifying intake and coordinating content

Technical Theatre Training Network – linking up training courses, sharing knowledge and linking students up with practitioners who are working in the industry. Developing a 'Teaching for Theatre Professionals' day long training course to help practitioners to feel more confident giving lectures to students.

Plan is to open this up across the disciplines and organisations

AGM upcoming ? – there will be a new chair and a new board members

- Action point from ASD is to invite Hannah (NT Education) to a future AAPTLE meeting

SDUK – Alex Sutton

SDUK Resilience - mentorship programme, ACE funded career and training support <https://sdukresilience.com>
thomas@stagedirectorsuk.co.uk for collaboration and connection.

Quarterly run Unconscious Bias Training

Bullying & Harassment in the workplace – setting up anti bullying workshops for SDUK members

Writer/Director collaboration – better working practice

Welsh Theatre Working Group – Forever Emerging report.

Collaboration with Directors UK (<https://www.directors.uk.com>) to offer training to allow stage directors to cross to film and tv direction.

Case Study – rehearsal hours and schedules – based on the Wellcome Trust research for working hours and productivity

Mentioned to IPA ? – noting that it will have consequences to producers. Run by Tom Hescott

(Thomas@stagedirectorsuk.com)

Mental Health and Wellbeing – partner charity <https://www.directorscf.org>

Intimacy Directing and Intimacy Directing Training – informal training in Lockdown. Looking now into more formal training.

Looking into a “developing directing” fund – offering it to two major theatres. Similar to the regional theatres directing scheme but focusing on developing practice for more established practitioners rather than early careers.

Continuing to look at Brexit & working in Europe and what it means for directors.

CiTEA – Chanel McCartney

Covid Health & Safety – Return to work. Circulating a checklist to help costume and wardrobe people recognise areas of concern – which has also been adapted for AAPTLE general use.

CiTEA has a seat on the ABTT Health & Safety committee.

Working with RB Health & Safety to develop a costume focused basic Health & Safety course that will be offered for free for the first round along with a self-study module in covid safety. It will then be made available to theatre companies, production houses and producers as a tool for their staff. RB advised that in 10 years of delivering H&S training they have seen no more than 5 costume workers in attendance.

Pay Equity within costume & wardrobe but also to fall in line with other disciplines. Looking at both the SOLT & UKT agreements and bringing them in line with each other. We feel this should be an AAPTLE issue and would appreciate the support. This is on-going.

Technical Standards for Costume & Wardrobe – working with ABTT and taking a seat on the Technical Standards committee. Creating technical standards for professional costume equipment.

Bectu – Commercial West End Branch. The Reps that are on the CiTEA committee have built a website

<https://bectuwestend.wixsite.com/costume> with the aim to organise those costume people already in the CWET branch, and for CiTEA to be the umbrella to talk to non-members about the union and help understand it, something we are doing for the freelancers branch with AAPTLE, and the touring theatre branch.

Sustainability – taking the lead on the Green Book for operational costuming and working with the SBTD sustainable costume group on projects like ‘The Attic’, collaborating with SiPA on a sustainable approach to costume and wardrobe.

Happy Hours – regular community connection, especially for those isolated freelancers and new practitioners – we continue to host these weekly during lock down with a plan to move them to monthly once the restrictions start to ease.

PiPA – Relaxed Happy Hour for Parents & Carers creating a safe space for those parents to share experiences and get support from PiPA who we continue to work with closely

Student & Graduate Committee – Take-over of the Instagram and hosted a Happy Hour Q&A with our committee. They continue to shape their own branch of CiTEA.

FMTW – Nikki Edmonds

DCMS – Brexit Evidence by Paule Constable. Collation of information, resources, case studies all now on the FMTW Website as a Brexit HUB – all organisations can really benefit from this resource.

Big Freelancer Survey – results are being reviewed and will be delivered in the coming weeks.

Communications from SOLT – go directly on to the FMTW website as an information hub to distribute information.

Board Reform – looking into how to get more freelancers on boards, board structure and how board decision making happens.

Ghost Shows podcast is being released on Tuesday 16th

<https://podcasts.apple.com/gb/podcast/curtain-call-podcast/id1126091489?mt=2>

Ongoing values, access and anti-racism conversations and trainings.

Fair pay for freelancers – what the rates are and what it equates to. Currently re-starting this conversation.

Continuing to offer weekly online rooms – dawn chorus, kickboxing, tea breaks to connect with and support the FMTW community.

BLATANT MERCH PLUG ;-) (from Peter McKintosh) - FMTW merch is available on the website

PMA – Mark Price

IR35 – working through the new rules and advising clients

Working on maintaining pre-covid rates on contracts

Advising major companies on drafting contracts – NT at Home has been a major client

Link up with Scenexchange for future joint initiatives

Working with Stage Sight on joint initiatives. For example, the plus one scheme to allow an agent to take an up and coming creative/actor with them to a press night and introduce them to industry professionals as a networking opportunity.

PMF – Dan Shelley/ Mark Shayle

Student & young associates newly on the committee

Continuing the monthly town hall forums for discussion

Mental health awareness – with ABTT

Leading on Reset Better

- looking at ways to create massive cultural change in the way the industry traditionally works.
- Promoting 5 day working weeks, 2 session days, Flexible working, smarter working practices
- First open meeting took place with Rose Bruford college with over 90 attendees
- Second open meeting tabled for Wednesday 17th at 4pm - (can AAPTLE please promote - registration link below)
- Please can organisations look at and sign up to the charter (link below)
- Logo creation assistance would be welcomed.
- Would be aiming at having this as a main agenda for AAPTLE

Links

https://www.youtube.com/channel/UCwH_F1YG08mBZgB7TsbVZ_Q/playlists

<https://www.productionmanagersforum.org/reset-better/>

https://drive.google.com/file/d/1u8_w3KrcPDJ54P_qZIOyi24kWFmdzKXb/view

<https://www.eventbrite.co.uk/e/process-practice-change-a-reset-better-zoom-panel-discussion-tickets-144024239377>

Re-Set Better/ SDUK Resilience - relevant link volunteered by Sadeysa Bailey <https://freelancetaskforce.co.uk> Look at the working groups.

- **Can RE-SET Better and the invitation to producers to join the conversation with AAPTLE be put on the agenda for the next meeting**

SBTD – Nicky Shaw

Sustainability Working Group – developing a carbon literacy training programme, Working with Eco Stage, Championing Green Riders on contracts, feeding into the Green Book, Green Mapping into the regions, creating a sustainable materials database.

Costume Sustainability – reviving ‘The Attic’ – running a survey to be filled out as a research exercise.

https://docs.google.com/forms/d/e/1FAIpQLSdV3NXmHR_KQNgUWwD3O_ALcsofPycXVokEt2WUoik-vAmOzA/viewform

Mentoring Working Group - inspired by ALD mentoring scheme. Ran a pilot last year and offered 30 places with 5 as bursaries open to non SBTD members from ethnically diverse backgrounds. Funding looking to be sourced to run it again in 2021 – so mentors and mentees can be paid. Training being delivered to mentors.

Planning to run in person events in Autumn – Directors/Designer talks linking up with SDUK , Designers/Video Designers talks, Costume Designers/CITEA Link Up

SBTD is a charity- has a duty to provide education and training that is public facing.

They are looking to do more to support designers in the future, linking up with other organisations.

Scene Change - Max Jones/Anna Fleischle

Newly formed small group – initially very fast in reacting to the shutdown.

As an organisation – looking at the next stage and how to operate when freelance volunteers return to work.

Looking at finding funding for administrative support

Looking to continue advocacy work, stay in conversation, connecting with industry contacts

Looking to run a series of zooms (pending funding)

Running a substantial designers survey – currently in the development road testing stage but looking to spread far and wide into the design community

Looking to work alongside SBTD, Equity, Bectu & PMA to improve pay equity for designers.

Released a Scenechange zine – came with missing live theatre tape

BLATANT MERCH PLUG ;-) Scenechange have an online shop where you can purchase the zine

Looking into various projects – mentoring schemes, workshops, some of which have been run already on set, costume and collaboration - based on understanding the different roles in the process.

Looking to campaign to help save the V&A Theatre department in the short term, and once it is secured helping provide archive pieces to broaden the collection.

Sustainability - Contributing to the green book from a design point of view.

SMA – Owen Thomas

Continuing networking and social events

Buddy scheme – pairing new careers members with a more established member

Formation of NEST – Student and Early careers group

Created a stage management specific mental health and wellness survey -which is going out soon.

Ramping up training courses and educational outreach programmes.

Looking to improve access based on a survey completed earlier in the year.

ABTTAC – David Evans/ Nick Page

New committee – looking for industry support as they move forwards.

Looking to help the industry understand what automation is and the needs of this department.

A very welcome addition to AAPTLE

Video Code – Gilly Tan

Anti-racism is at the core – has been in zooms with Scenechange and is working on the framework document that will be shared

Chris Fisher – Illusions

Not currently represented by an organisation

Can illusion join up with any of the existing organisations?

Can they form their own organisation?

A very welcome addition to AAPTLE

AOB

Bectu – call out for reps for the new national Freelancers Branch that will possibly incorporate the London Freelancers Branch

It was agreed that the AAPTLE banner could be used as part of the Social Media call out for reps.

The reps that come out of the call out will be Bectu branch reps and the email and website will be Bectu not AAPTLE

Questions raised about if AAPTLE is endorsing one union over another. It is agreed that a follow up with Equity will be a priority to move the conversation. A new working group should be considered to mirror the work done with Bectu, but towards Equity.

9. Date of Next Meeting and Host: Tuesday 23rd March 2021 hosted by ABTT.

Note: Garrin Clarke – Welsh Freelance Task Force would like to return to AAPTLE, ABTT can you please make sure he is included in the next meeting.

Follow up on the invite for Puppetry specialists

Still looking for more regular representation from Wigs, Hair & Make-Up, Props & Carpentry.

Thanks

FMTW

Next Meeting Agenda Points to carry over

- **RESET BETTER and the invitation to producers to join the conversation with AAPTLE**
- **ASD is to invite Hannah? (NT Education) to a future AAPTLE meeting**
- **Follow Up Bectu/ Equity working groups**
- **Reflect on the #NotHereAllYear campaign and zoom social - what is next?**
- **Run through collaborate projects as recognised in today's meeting – set up working groups.**
 - Reset Better**
 - Education, Training, Mentorship**
 - Pay Equity**
 - Sustainability**